

# BULLETIN



JUNE/JUIN 1991 VOL. 38, No. 6

## Funding Issues Dominate Council Deliberations

**D**ifficult choices were the order of the day as the Council got down to work. Money and the lack of money at both the national level and the association level dominated much of the debate. Council faced the twin tasks of hammering out a balanced budget for the coming year for CAUT and developing a policy proposal for an acceptable replacement for Established Programmes Funding (EPF), now clearly in its dying years as the vehicle for financing universities in this country unless current trends are reversed.

### Budget Woes

Treasurer David Balzarini's year-end report threw the association budget woes in stark relief. Faced with a projected deficit of \$80,000 for fiscal

1991-92, CAUT's Executive instituted a number of immediate actions designed to limit this year's deficit as much as possible. These included deferring reprinting the Handbook, reducing travel and deferring a proposed study of staff structures in the national office.

Long term revisions to the 1991-92 budget aimed at restoring the reserves, depleted because of this year's deficit, included reducing the budget for Executive meetings and holding all such meetings in Ottawa; restricting financial contributions to the consortium lobby to a maximum of \$2,000; and, deferring implementation of the computerization plan until 1992-93. After some debate, Council also agreed on a proposal to charge \$250 per day on site plus ground costs for CAUT's arbitration services (with CAUT continuing to subsidize the service, particularly for smaller universities) and to pay the

air fares involved in order to equalize access across the country. These and other changes ensure that CAUT will have a surplus in 1991-92 sufficient to recoup the previous year's loss.

### EPF Reconsidered

The Executive has spent much of the winter reviewing CAUT's position on the federal government's transfer payments to the provinces through established program financing. In 1990-91 these funds stood at \$2.02 billion in cash (plus an additional \$2.3 billion in tax points.)

The Executive, believing that the cash portion of EPF is worth fighting for and that to keep this sum of money in the system a new vehicle must be constructed for its delivery to replace EPF, presented its proposed new vehicle to Council. The proposal recommends full funding of the direct and indirect costs of research under expanded granting council programs, and full cost funding of students under a new national scholarship program and under native education programs. The proposed vehicle attempts to balance the interests of large and small universities and includes money for the revitalization of university libraries. Under the proposed scheme, funds for Quebec would be subject to the outcome of upcoming constitutional negotiations with Quebec.

The proposal assumes that the Canada Student Loan plan will continue in some form and that the federal government will continue to honour its constitutional obligation

to provide education for Canada's aboriginal peoples. No change was proposed to Council's previous resolutions to create a National Post-secondary Education Advisory Council and an annual forum for discussion among stakeholders and politicians concerning current issues in higher education.

After the proposal was tabled, Council broke into five discussion groups, each led by a chairperson and a rapporteur. The comments and concerns raised in these groups were presented the following day in a consolidated report to Council. After considerable debate, a consensus emerged stipulating that wider and more intensive consultation with local and provincial associations was required before Council was prepared to endorse this or any other proposal to the federal government. It was agreed that the matter would be deferred until the September Council. In the interim the Executive would move to undertake the widest possible consultations with provincial and local faculty associations in an effort to ensure that the widest possible range of views and concerns would be taken into account in the next draft proposal to be tabled at September Council. It was generally agreed that, to have an impact on the constitutional debate this fall, Council would have to come to a policy conclusion in September.



## Council Elects New Executive

See article on page 3



CAUT Executive Committee/Comité de direction de l'ACPU: Back Row (L-R)/À l'arrière (de gauche à droite) David Balzarini, Treasurer/Trésorier; Fred Wilson, President/Président; Alan Andrews, Vice-President/Vice-président; Donald Savage, Executive Director/Directeur général. Front Row (L-R)/À l'avant (de gauche à droite) Robert Kerr, Past President/Président sortant; Joy Bennett, Member-at-large/Membre ordinaire; Jennie Hornosty, Member-at-large/Membre ordinaire; Marilyn Taylor, Chair, Status of Women Committee/Présidente, Comité du statut de la femme; Claude Dionne, Member-at-large/Membre ordinaire.

## Assemblée du Conseil

Des questions monétaires et l'insuffisance de fonds ont dominé les délibérations du Conseil de l'ACPU qui se renouvait avec la double tâche d'établir un budget équilibré pour le prochain exercice de l'association et d'adopter un projet de remplacement du FPE.

Devant un déficit prévu de 80 000 \$ environ pour l'exercice financier 1991-1992, le Comité de direction a instauré un train de mesures immédiates pour limiter le plus possible le déficit et des révisions à long terme pour rétablir le fonds de réserve. Le Comité de direction a élaboré pendant l'hiver un projet

de remplacement du FPE qui permettrait de conserver les transferts en espèces. Soumis à l'approbation du Conseil, qui s'est réuni en petits groupes pour en discuter, le projet a suscité un débat considérable. Du consensus dégagé, il a été décidé de reporter l'adoption du projet à l'assemblée de septembre, après d'intensives consultations avec les associations locales et provinciales. Le Conseil devra arriver à une conclusion en septembre.





# CAUT BULLETIN ISSN 0007-7887

Director, Information Services:  
Ellen Henderson  
Editorial Assistant: Stella Cosentino  
Advertising and Circulation:  
Liza Duhaime

Published by the Canadian Association  
of University Teachers, 294  
Albert Street, Suite 309, Ottawa,  
Ontario K1P 6G6 (613) 237-8885

Executive Director: Donald C. Savage

Copyright: The Canadian Association  
of University Teachers. Articles  
may not be reproduced without permis-  
sion from the author and the CAUT  
Bulletin.

Readers are invited to submit edi-  
torial comments to the editor who cannot ac-  
cept responsibility for items which  
are damaged or lost in the mail.

All signed articles express the view  
of the author.

CAUT Guidelines and Policy  
Statements are labelled as such.

Average total distribution: 32,000.  
The CAUT Bulletin is published 10  
times during the academic year, the  
first of each month, September  
through June.

Closing dates for receipt of advertis-  
ing: 13 working days prior to publica-  
tion date. No cancellations will be  
accepted after closing date. Advertis-  
ements which state a final date  
for submission of applications for a  
post that is less than thirty (30) days  
after the date of publication cannot  
be accepted.

The publisher will not accept adver-  
tisements of academic positions  
instructing applications on grounds of  
race, national origin, religion, col-  
our, sex, age, marital status, family  
status, ethnicity, handicap, sexual  
preference, social origin, or political  
beliefs or affiliation. CAUT expects  
that all positions advertised in the  
Bulletin are open to both men and  
women. Where any bona fide  
reasons for exemption from general  
policy stated above exist, it is the  
responsibility of the institution  
which intends to place a restrictive  
advertisement to provide the Editor  
of the Bulletin with a statement as  
to these reasons.

Printers: Performance Printing,  
Smiths Falls, Ontario  
Design and Typesetting: Exographe,  
Hull, Québec

## LE BULLETIN DE L'ACPU ISSN 0007-7887

Rédactrice en chef: Ellen Henderson  
Adjointe à la rédaction: Stella  
Cosentino  
Annonces et tirage: Liza Duhaime

Publié par l'Association canadienne  
des professeurs d'université, 294,  
rue Albert, suite 309, Ottawa, Ontario  
K1P 6G6 (613) 237-8885

Directeur général: Donald C. Savage

Copyright: L'Association canadienne  
des professeurs d'université. Il est  
interdit de reproduire des arti-  
cles sans la permission de l'auteur  
et du Bulletin de l'ACPU. Les lec-  
teurs sont invités à adresser des  
articles à la rédaction, qui décline  
toute responsabilité à l'égard de  
textes qui sont endommagés ou égarés  
en cours de transmission par la  
poste. Tous les articles signés ex-  
priment les vues de l'auteur. Les  
Énoncés de principes et les Direc-  
tives de l'ACPU sont présentés  
comme tels.

Diffusion totale moyenne: 32 000. Le  
Bulletin de l'ACPU paraît 10 fois au  
cours de l'année universitaire. Le 1er  
de chaque mois de septembre à juin.  
Délai de réception des annonces: 13  
jours ouvrables au moins avant la  
date de publication. Il ne sera pas  
accepté d'annonces après la date  
limite. Pour toute offre d'emploi, un  
délai minimum de 30 jours sera  
exigé entre la date de parution du  
journal et la date limite pour postuler  
le poste.

L'éditeur n'accepte pas d'annonces  
de postes d'administration ni d'en-  
seignement qui résument les can-  
didatures pour des raisons de  
race, d'origine raciale, de religion, de  
couleur, de sexe, d'âge, d'état civil,  
de situation familiale, d'ethniques,  
d'handicap, d'orientation sexuelle,  
d'origine sociale ou de convictions  
ou d'attitudes politiques opposées.  
L'ACPU s'attend à ce que tous les  
postes annoncés dans le Bulletin  
soient offerts aux hommes et aux  
femmes. Il incombe à l'établisse-  
ment qui a l'intention de faire  
paraître une annonce restrictive de  
fournir à la rédaction du Bulletin  
une déclaration expliquant ces  
raisons.

Imprimeur: Performance Printing  
Smiths Falls, Ontario  
Conception et composition: Exographe,  
Hull, Québec

# Whither University Governance?

## Accountability, Accessibility and Privatization

The three-member Independent Study Group on university governance held several meetings during the three-day Council deliberations.

Chairperson Liora Salter (Osgoode Law School, York University), and study group members Ernst Benjamin (American Association of University Professors) and Guy Bourgeault (Université de Montréal), met with liaison representatives from a number of interested associations in a variety of fields including education and administration, labour, research, business and industry.

The Study Group also met with Council to discuss the issue of university-student relations. Professor Salter explained that the Study Group wanted their deliberations to include the widest possible consultation with members of the academic community and she urged Council delegates to respond to the questionnaires circulated to them.

The lively exchange with Council suggested that the issues of accountability,

accessibility, privatization and rationalization of the university system were areas of particular concern to Council when considering the changing relationship between universities and the government.

The Study Group will convene further sessions to consider these issues in more

depth as well as those related to Boards of Governors when Council meets September 14-15.



## New Chair for the Status of Women

Penny Allderice of Memorial University handed over her duties as Chair of SWC to Marilyn Taylor, an applied social scientist from Concordia University. Joyce Forbes of Lakehead University was elected to fill the other vacancy on the Committee.

### Status of Women Committee Membership, 1991-92

Marilyn Taylor, Concordia (Applied Social Science)  
Danya Daniels, Lethbridge (Physical Education)  
Susan Jackel, Alberta (Canadian Studies)  
Harriet Lyons, Wilfred Laurier (Sociology and Anthropology)  
Janice Drakich, Windsor (Sociology and Anthropology)  
Joyce Forbes, Lakehead (English)  
Penny Allderice, Memorial (Pathology & Pediatrics)

# Nouvelles brèves du Québec

## Fédération québécoise des professeurs et professeurs d'université

Les 16 et 17 mai avait lieu, à l'hôtel Château Bromont, le congrès de fondation d'une nouvelle fédération intersyndicale de professeurs et professeurs d'université: la FQPPU (Fédération québécoise des professeurs et professeurs d'université). Quatorze syndicats ont voté la fondation de la FQPPU. Les deux fédérations provinciales, la FAPUQ et l'IPUQ, se sont dissoutes pour laisser place à la nouvelle Fédération. La création de la Fédération est un moment historique pour le syndicalisme universitaire québécois.

La nouvelle Fédération, qui n'exigera pas l'allégeance unique de ses membres, poursuivra plusieurs objectifs reliés à la qualité de l'enseignement et de la recherche et à la mission de l'université. Chaque syndicat membre de la Fédération conserve son autonomie quant à ses statuts, aux cotisations et aux relations de travail.

## Les instances de la nouvelle Fédération

M. Michel M. Campbell, professeur à l'Université de Montréal, a été élu président. M. Roch Denis, professeur à l'Université du Québec à Montréal, premier vice-président, Mme Annie Méar, professeure à l'Université de Montréal, deuxième vice-présidente, M. Nicholas B. de Takacs, professeur à l'Université McGill, secrétaire, M. André Leblond, professeur à l'Université du Québec à Chicoutimi, trésorier, M. Michel Campagna, professeur à l'Université de Sherbrooke, premier conseiller, Mme Arpi Hamalian, professeure à l'Université Concordia, deuxième conseillère.

## La science et la technologie: des facteurs essentiels du devenir du Québec

En février dernier, le Conseil de la science et de la technologie déposait à la ministre de l'Enseignement supérieur et de la Science, Mme Lucienne Robillard, un document intitulé «La science et la technologie: un enjeu prioritaire dans le débat sur l'avenir politique et constitutionnel du Québec». Selon le Conseil, la science et la technologie sont essentielles au développement de toute société et le Québec doit être une société instruite, compétitive et ouverte sur le monde.

Observant une absence de concertation et des doublons dans des secteurs d'activités où les deux paliers de gouvernement agissent concurremment, le Conseil propose que le Québec se

consacre de toute urgence au perfectionnement de ses ressources humaines, à la recherche et au développement et qu'il améliore la gestion du système scientifique et technologique. Une concertation entre les divers partenaires québécois est également nécessaire pour développer rationnellement la science et la technologie.



The Honourable Mary Collins, Minister Responsible for the Status of Women, addressed Council on the issue of violence against women.

She indicated that the federal government was very close to finalizing funding arrangements for a centre of excellence for research on violence against women, a project that CAUT has lobbied hard for over the past year.

*L'honorable Mary Collins, ministre responsable de la Condition féminine, a pris la parole devant le Conseil et a traité de la violence faite aux femmes.*

"As we move from one achievement to the next — from gaining the right to work, to achieving pay equity and working to harmonize work and family responsibilities; from gaining the right to vote to securing positions of responsibility and influence — we alter attitudes toward women. We still have a great distance to go, but we are progressing in the direction of full equality. Attitudes DO change. Society's underlying values can be altered."



# President's Message

## Reality and Rhetoric

**T**he Tory government Throne speech of May 13 proclaimed the creation of a "learning culture" as one of its prime objectives for the coming session of parliament.

Post-secondary education is the key to creating a prosperous society, the Tories argued, and the objective is to double the number of university graduates in the sciences, mathematics and engineering by the year 2000. Moreover, the government wants to strengthen Canadian unity by "creating a climate in which Canadians can deepen their appreciation of their country's rich diversity".

Although these are all laudable objectives, there is a huge gulf between this rhetoric and the reality of the Tories' record.

Over the past five years, the Tories have waged a constant assault on Established Programmes Funding — the mechanism whereby the federal government funds post-secondary education by transferring cash to the provinces. The most recent Tory budget extended a freeze for another

three years on federal funds for universities imposed with last year's budget.

Over five years, this will drain a total \$3.8 billion out of PSE education in this country. By the year 2000, federal cash transfers for PSE will, in effect, disappear.

Just how does the government think it is going to double the number of graduates in any field of study while it is removing itself step by step from any role in funding the education of those graduates?

The Throne speech boasts that "Canada already spends more money per capita on education than almost any other industrialized nation". No doubt. What it fails to mention, however, is that more Canadians attend university than in many other countries. In fact, a comparison of Canada with other industrialized countries in terms of funds spent per student reveals a far less rosy picture.

In 1986, PSE expenditures per student as a percentage of per capita GDP stood at 109% in Japan, 79.7% in the United Kingdom, 77% in the Netherlands, and 59.6% in Portugal. In comparison, Canada's PSE expenditure was 41.2% of her per capita GDP.

Again, the reality of Tory funding for PSE does not match its rhetoric.

In the early 1980s, when the Trudeau government introduced its cutbacks to PSE with "6 and 5", Flora Macdonald asserted: "Surely this is the time and place for investment, not for the kind of discouragement this bill is bringing. We must always ensure that we possess a competitive edge above other countries. Without enough highly trained people ... that will be impossible."

The Mulroney government Throne speech would have us believe that now is the time and place for investment in PSE. It just seems unwilling to put money where its rhetoric is.



Fred Wilson, President/Président

## Le mot du président

Le discours du Trône, prononcé le 13 mai, a décrété la nécessité de valoriser le savoir, l'un des principaux «objectifs communs» du gouvernement conservateur pour la prochaine session parlementaire. Ce dernier a en effet décidé de doubler le nombre de diplômés universitaires en sciences, en mathématiques et en génie d'ici l'an 2000. Pour le président de l'ACPU, il y a loin de la coupe aux lèvres car le dernier budget du gouvernement maintient le gel des fonds fédéraux

pour les universités imposé l'année dernière, ce qui représente un manque à gagner de 3,8 milliards de dollars au titre de l'enseignement postsecondaire. M. Wilson se demande comment le fédéral peut promettre de doubler le nombre de diplômés tout en se retirant graduellement du rôle de subventionneur de l'enseignement postsecondaire. Pour illustrer cette contradiction, M. Wilson avance des chiffres assez éloquentes.

## Council Elects New Executive

Council voted to fill a total of five positions on the CAUT Executive.

### President

Elected President (unopposed) was Professor Fred Wilson, a philosopher from the University of Toronto. An experienced lobbyist, Professor Wilson served for four years as chief lobbyist for the faculty association at the University of Toronto (UTFA) while a member of the executive. In 1987, he was elected President of UTFA and was acclaimed into that office for a further two terms. Wilson has served on CAUT governing bodies in a variety of capacities, most recently (1987-90) as Speaker of Council and for the past year, as Vice President of the Association.

Interviewed immediately after his election, Wilson made his priorities for the upcoming year clear: "The major problem that continues to confront universities in this country is their undervaluation by governments in Canada, both federal and provincial. Unless an activity undertaken at a university — like research or creative work in the arts — can be shown to make an immediate and measurable contribution to the economy, the federal government and most provincial governments see it of no significance."

Warning that under his leadership, CAUT intends to intensify its fight to reverse this trend, Wilson stated: "We must lobby, lobby, lobby. At the fed-

eral level, we intend to intensify our fight to ensure adequate funding for the nation's universities, for operating budgets, for research, and for necessities, such as day care and strong employment equity programmes."

A native of Hamilton, Ontario, Wilson earned a BSc in Applied Mathematics and Theoretical Physics from McMaster University and a PhD in Philosophy from the University of Iowa, before joining the Department of Philosophy at the University of Toronto in 1965. He has published widely in the philosophy of science, the history of philosophy and metaphysics, as well as in areas such as ethics and the philosophy of literature. He has authored and edited six books, most recently *Psychological Analysis and the Philosophy of John Stuart Mill* published in 1990 by University of Toronto Press and *Empiricism and Darwin's Science* published this year by Kluwer Publishers, Dordrecht, Holland. He is also co-editor of the journal, *Hume Studies*.

### Vice President

Elected Vice President was Alan Andrews, a Professor of Theatre at Dalhousie University. Professor Andrews has been a member of the Academic Freedom and Tenure Committee since 1985 and served as Chair of that Committee from 1988-91.

### Members at Large

Joy Bennett, from the library at Concordia University and former President of the Concordia University faculty association was re-elected a member at large.

Professor Jenny Hornosty, from the Sociology department at the University of New Brunswick and former President of the UNB faculty association was elected a member at large.

Professor Claude Dionne, from the Department of Administration at the University of Moncton and former President of the faculty association at the University of Moncton was re-elected a member at large.

### Speaker re-elected

Professor Peter King, Department of Computer Science, University of Manitoba was re-elected Speaker of Council.

## New Chair for Librarians Committee

Nora Robins (Calgary) was replaced as Chair by Jim Brett, a librarian from the University of Guelph.

### Librarians Committee Membership, 1991-92

Jim Brett, Guelph  
Susannah Denyer, Queen's  
Ruth Sheeren, Bishop's  
Nora Robins, Calgary  
Linda Winkler, Regina

## Academic Freedom and Tenure Committee Gets New Chair

Alan Andrews, long-time Chair of the AF&T Committee stepped down to be replaced by Bernice Shrank, a Professor of English from Memorial University in Newfoundland. Other newly elected members to the Committee are Richard Hiatt and Patrick O'Neill.

### AF&T Committee Membership, 1991-92

Bernice Shrank, Memorial, (English); Roger Gannon, York (English); Michael Kubara, Lethbridge (Philosophy); Joan Sherwood, Queen's (History); Marg Csapo, UBC (Educational Psychology); Richard Hiatt, Brock (Chemistry); Patrick O'Neill, Acadia (Psychology)



# Provincial Roundup

## Prince Edward Island

Prince Edward Island recently produced a budget which reflected a somewhat more temperate approach to higher education than did corresponding budgets presented in Newfoundland and New Brunswick.

An operating grant increase of 4.7% (for the government's fiscal year) was announced. This corresponds to a 4.1% increase over the institutional fiscal year. If funding for a new bachelor of nursing program at the University of Prince Edward Island is included, the actual increase is 6.0% based on the government's fiscal year and 5.4% based on the institution's fiscal year.

Reaction at UPEI was generally favourable. While the overall increase of 6.0% fell short of the recommendation of the Maritime Provinces Higher Education Commission (MPHEC) — which was 8.6% if program expansion was included and 7.1% if it was not — there was general consensus that the budget was reasonable, given the tough financial situation facing the province.

Verner Smitheram, Dean of Arts at UPEI, said that the budget will allow the university to "maintain the present complement of staff and faculty". No jobs will be lost and the university will add one new full-time faculty member.

Comparing the budget with other provinces' announcements, Dr. Smitheram added that "comparatively, we feel we're doing reasonably well". The university had hoped for a 5.5% increase, but Smitheram said that the institutional increase of 4.1% "will lead to no severe negative impacts".

The university, however, is planning to raise tuition fees by 15% and to accept 8% more students. Since 1980, UPEI has experienced an 89% increase in enrollment. Dr. Smitheram lamented the tuition increase, noting that it "is not something we wanted to do". He suggested that the increase in tuition fees combined with the increase in enrollment would compensate for any minor shortfalls in government funding; UPEI is required by law to have a balanced budget. Although this is the first year in five that the government's operating grants have not matched the increase suggested by MPHEC, Smitheram said that Premier Chiz has shown "respect and understanding for the university and its contribution to the economy" and "is conscientious about recognizing that we can't cope with a lot more students with cutbacks."

At an April 12 senate meeting, Andrea Ladwell, President of the UPEI student union, warned that a tuition fee increase could have a detrimental effect on students in these tough economic times. She said that summer employment is currently very difficult to obtain and that it would be hard for students who could not find work this summer to handle any fee hike.

Wayne Cutcliffe, President of the UPEI faculty association, said that given the current funding trends in Canada "we have been reasonably lucky". He added that "even though we're not matching (the MPHEC recommendation) this year, at least we're not frozen".

However, Cutcliffe noted that faculty at the university may have been fortunate to have negotiated their contract last fall before the new, tighter budget came down. He said that it is "hard to say" what the full impact of the current funding announcement will be although he added that faculty "are feeling the squeeze and will continue to do so". During last fall's contract negotiations, faculty attempted to get some compensation for larger workloads but "did not get that recognized".

## Ontario's Electronic Horizons

Ontario's Ministry of Colleges and Universities has developed a helpful project to attract senior high school students to post-secondary institutions.

The new project, called "Electronic Horizons" features colour graphics and animations and is currently available to a limited number of libraries on a pilot project basis. It allows high school students to type in a program of study on the computer and bring up a list of all colleges and universities offering that program, including their admission requirements. Students will also be able to examine the location of post-secondary institutions on a map of Ontario, view lists of programs offered by particular institutions and then immediately print out the information. An updated version of the program is expected to be released in the fall of this year.

## Nova Scotia

On May 14, the province of Nova Scotia produced a tough, cost-cutting budget which froze civil servants' salaries and will have a significant effect on the province's post-secondary institutions.

All university employees' salaries were frozen for two years while operating grants were increased by 1.2%. This increase stood in contrast to the MPHEC's recommendation of an increase of around 7%. Last year's operating grant increase was 4.2%. Capital grants increased to \$8,592,000, while last year's spending was approximately \$6,400,000.

Cerald McCarthy, President of the Nova Scotia Council on Higher Education, noted that salaries of post-secondary employees comprise about 70% of total expenses for higher education in the province.

Michael Manson, President of the Nova Scotia Confederation of University Faculty Associations, expressed dismay at the budgetary announcements. He said that the two

year wage freeze will "cause the quality of education and research to drop, will simply make it impossible to attract people here and will drive people out of the province". He added that the freeze and the 1.2% funding increase are "crass, cynical, cruel political discussions" which are "an easy way out without looking down the road".

Manson also expressed concern about the recent amalgamation of the Ministry of Education and the Ministry of Advanced Education and Job Training, arguing that it "tends to blur the special needs of the post-secondary system".

He said that the wage freeze and funding announcement are "myopic", and will create a university system that "will be out of date three or four years from now". He also disputed the logic behind the wage freeze, arguing that it "won't come anywhere close to providing what the system needs".

Professor Fred Wilson, President of CAUT, protested these actions in a letter to Premier Donald Cameron. He said: "It is widely recognized that over the next decade large numbers of university instructors hired in the '60's and '70's will be retiring. This is a

phenomenon that extends across Canada and indeed North America. Over the next decade there will be great competition to replace these retiring faculty. Any jurisdiction that wishes to maintain the quality of teaching and research that it has enjoyed must be able to attract young scholars of the highest calibre."

Your intention to freeze wages threatens the ability of Nova Scotia universities to compete in the coming academic marketplace. Already universities in your province have fallen behind comparable universities in central Canada in salary scales. Freezing increases will further increase that gap and further increase the likelihood that Nova Scotia universities will be unable to maintain the quality of education and research that has until now so distinguished them.

We most strongly urge you to work to maintain the quality of education to which yourself, your government, and university teachers in Nova Scotia and across Canada are all committed. You can do this best by withdrawing your intention to freeze wages."



## Sur la scène provinciale

Deux gouvernements des provinces de l'Atlantique ont fait connaître leurs intentions budgétaires en matière d'enseignement postsecondaire pour la prochaine année. Ainsi, à l'Île-du-Prince-Édouard, le gouvernement a annoncé une hausse de 4,7 p. 100 des subventions de fonctionnement que l'Université de l'Île-du-Prince-Édouard a accueilli favorablement. Même si le nombre d'employés et de professeurs demeurera inchangé, Wayne Cutcliffe, le président de l'Association des professeurs, soutient que les professeurs continueront de sentir les compressions. En Nouvelle-Écosse, cepen-

dant, le budget du 14 mai impose le gel des salaires de tous les employés d'universités pendant deux ans. Selon Michael Manson, le président de la CAPUNE, cette mesure nuira à la qualité de l'éducation et de la recherche.

D'autre part, le ministère des Collèges et Universités de l'Ontario a créé un programme informatisé ayant pour nom "Tour d'horizon électronique" à l'intention des étudiants du secondaire qui leur permet de savoir quels collèges et quelles universités offrent un programme donné ainsi que les conditions d'admission.



Audrey McLaughlin, Leader of the New Democratic Party, offered Council her thoughts on the federal government's role in post-secondary education.

New Democrats want new federal-provincial financing agreements, guaranteeing stable

financing for post-secondary education. McLaughlin wants a return to the 50-50 cost-sharing formula, a doubling of funding for the granting councils and an end to attacks on the National Research Council.

*Audrey McLaughlin, chef du Nouveau parti démocrate, a fait part au Conseil de ses réflexions sur le rôle du gouvernement fédéral dans l'enseignement postsecondaire.*

"When we deny our young people the tools they need to make their way in tomorrow's world, we have to accept higher welfare payments, unemployment insurance payments and greater pressure on a whole range of social services. This is a social deficit, with real costs that will be borne by future generations. And the interest is paid in human terms and wasted potential."



# POSITIONS AVAILABLE FOR APPLICATIONS

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) de plus de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: 202-737-5300.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; (612) 202-737-5300.

## ADMINISTRATIVE POSITIONS

**LAURENTIAN UNIVERSITY, Co-Directors:** Northern Health Human Resource Research Unit, Laurentian University will be sponsoring with Lakehead University, a Northern Health Human Resource Research Unit. The Co-Director will be responsible for the

development of a multi-disciplinary team of researchers and the implementation of a research program which will study the recruitment and retention of health care providers in Northern Ontario. The Co-Director should have a Ph.D. and demonstrated research activity. Experience in the area of health human resources would be an asset. Other desir-

able skills include grantsmanship, leadership, ability to work with others, and bilingualism. The position offers a unique opportunity to develop and direct a research group in a rapidly emerging field. The Unit will initially be funded for a five year period by the Ministry of Health. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Laurentian University has an employment equity policy. This advertisement is directed equally to women and men. Interested individuals should submit a letter of interest and a CV to Dr. Pierre Robitaille, Dean, Faculty of Professional Schools, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P2E 2C6.

**UNIVERSITÉ LAURENTIENNE, Codirecteur ou Codirectrice:** Unité de recherche sur le recrutement et le maintien des professionnels de la santé dans le nord. L'Université Laurentienne et Lakehead University mettent sur pied une unité de recherche. Le codirecteur ou la codirectrice sera responsable du développement d'une équipe multidisciplinaire de chercheurs et de chercheuses et de la mise en œuvre d'un programme de recherche portant sur le recrutement et le maintien de personnel soignant dans le nord de l'Ontario. La perspective théorique sera d'un doctorat et chercheurs expérimentés. Une expertise dans le domaine des ressources humaines et de la santé sera un atout. Elle/ils devra également être capable d'obtenir des subventions, savoir diriger, pour travailler en équipe et être bilingue. Le poste offre une occasion unique de mettre sur pied et diriger un groupe de recherche dans un domaine où se développe rapidement. Le ministère de la Santé française l'unité perdrait une période initiale de cinq ans. Concomitamment aux exigences de l'immigration au Canada, la présente annonce s'adresse d'abord aux citoyens canadiens et aux personnes domiciliées en permanence au Canada. L'Université Laurentienne applique une politique d'équité en matière d'emploi. Ce poste est offert également aux femmes et aux hommes. Les personnes intéressées sont priées de faire parvenir une lettre accompagnée de leur curriculum vitae à M. Pierre Robitaille, Doyen, Faculté des écoles professionnelles, Université Laurentienne, chemin du lac Ramsey, Sudbury (Ontario), P2E 2C6.

## ANTHROPOLOGY

**THE UNIVERSITY OF TORONTO, IRINDA CAMPBELL** invites applications for a three-year limited-term appointment with the possibility of renewal for another two years, at the rank of Assistant Professor commencing as soon as possible. Ph.D. required. Archaeologist with demonstrated commitment to research and publication, broad field experience and an ongoing field programme. Area of specialization open. Archaeologist to maintain the Endicott archaeological programme. Undergraduate courses include Eastern North American Prehistory, Introduction to World Prehistory, and Introduction to Archaeology. Should also be prepared to teach method and theory, as well as laboratory analysis. Base salary for Assistant Professor (current \$35,000). Send applications with curriculum vitae, the names and addresses of three referees, and samples of publications, to Professor S. Nagata, Chairman, Department of Anthropology, University of Toronto, Toronto M5S 1A5. Closing date for applications is July 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

## ART HISTORY

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE, Visual Arts Art History.** Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a seasonal appointment in Art History to begin September 1, 1991. The successful candidate will be required to teach courses in art history survey, current issues and criticism and either Renaissance or Canadian Art. Applicants should, preferably, have the Ph.D. and teaching experience at the post-secondary level, although candidates with the M.A. may be considered. Rank and salary dependent upon qualifications and experience. A letter of application with a Curriculum Vitae and the names of three referees should be sent to: Professor Michael Coyne, Head, Department of Visual Arts, Memorial University of Newfoundland, Corner Brook, N.F. A2H 6P6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## ATMOSPHERIC CHEMISTRY

**YORK UNIVERSITY.** Applications are invited for the full-time position of Research Associate in the atmospheric chemistry research group, to begin January 1, 1992. Duties include operation of research laboratory involved in investigation of the role of organic compounds in atmospheric photochemistry. Required Ph.D. in chemistry with 5 or more years experience. Successful candidate will have extensive experience in photochemistry, organic synthesis, and chromatographic analyses of environmental samples. Applications, with resume and three references, should be sent by July 15, 1991 to Prof. Paul Shepson, Department of Chemistry, Faculty of Pure and Applied Science, York University, North York (Toronto), Ont. M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

## BIOLOGICAL SCIENCES

**UNIVERSITY OF GUELPH, Pre and Post Doctoral Fellowships.** A number of Pre and Post Doctoral Fellowships are available in the Department of the College of Biological Science. Support for these awards is derived from: i) A University-Industry Co-operative Training Program sponsored by The Natural Sciences and Engineering Research Council (NSERC) (Available to Canadians and Landed Immigrants); ii) International Fellowships available to Foreign Nationals; supported by NSERC; iii) Fellowships provided by Faculty Research grants. The research emphasis of each department are as follows: **BOTANY:** Physiology of plant molecular biology, ecology, and plant structure & development. **MYCOBIOLOGY:** Molecular aspects of life cycles, physiology, pathogenesis, ecology and biotechnology of fungi. **PLANT BIOLOGY:** Molecular aspects of life cycles, physiology, pathogenesis, ecology and biotechnology of fungi. **GENETICS:** Gene expression, genetic recombination, ribosome structure/function, chromatin, developmental genetics, cytogenetics and biotechnology of plant and animal systems. **Plant cell biology:** Nutritional Sciences: Experimental nutrition at all levels of biological organization, ranging from molecular biology to ecology. Current research interests include the role of nutrients in biological mem-

branes, in detoxification processes, in the control of inter-organ nutrient partitioning and in regulation of the immune function. **SCHOOL OF HUMAN BIOLOGY:** Questions concerning i) mechanisms of skeletal muscle fatigue and metabolic regulation, ii) the neurophysiology and biomechanics of human movement and iii) human population biology are investigated using approaches ranging from cultured cells to field study of human populations. **ZOOLOGY:** Population and community ecology, evolution and population genetics, environmental physiology and parasitology with a particular emphasis on aquatic organisms. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Applicants holding a 1st class (A), or upper second class (A-) degree, wishing to pursue a post graduate degree, are encouraged to apply. Individuals with a Ph.D. and interest in any one of the above areas of research will be considered for post doctoral fellowships. Candidates should send a complete curriculum vitae, including research publications and the names of 3 referees to Dr. Bruce H. Selwin, Dean, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Applications will be considered until all the positions are filled.

## BIOLOGY

**UNIVERSITY OF VICTORIA.** Two tenure-track positions at the Assistant Professor level in molecular biology are available in the Department of Biology at the University of Victoria. These positions are part of a new program in environmental health sciences and successful candidates will be associated with a planned Centre for Environmental Health. Current research efforts in the department include: i) respiration, mechanisms of mutagenesis, and monitoring mutations in humans. Successful candidates are expected to develop independent research programs and to participate in undergraduate and graduate teaching in the Department of Biology. Each applicant should submit a curriculum vitae and the names of three referees to: Dr. Louis A. Hobson, Chair, Department of Biology, University of Victoria, Box 1800, Victoria, British Columbia V8W 2Y2. The deadline for receipt of applications is July 31, 1991. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

**YORK UNIVERSITY, TORONTO, CANADA.** Department of Biology. Applications are invited for a tenure stream position in molecular biology. We are seeking a highly qualified candidate at the Associate Professor level but applications from exceptional candidates at the Full or Assistant Professor level may also be considered. The candidate will be expected to continue an established independent research program and to contribute to graduate and undergraduate teaching in molecular biology and biotechnology. The specific area of expertise in molecular biology is open but the candidate will be expected to complement existing faculty in biochemistry, cell and molecular biology whose research programs include studies on gene structure, organization and expression, chromosome structure and dynamics, cellular regulation, evolutionary biology and plant molecular biology. York University is situated in metropolitan Toronto, an active centre of

scientific inquiry and a physically and culturally attractive community. Modern laboratory facilities and up-to-date infrastructure for research in molecular biology are available. Application deadline is August 15, 1991 and curriculum vitae, description of research, selected reprints and a list of at least three people willing to provide references to: Dr. R.E. Pealman, Chair, Molecular Biology Search Committee, Department of Biology, York University, North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. **UNIVERSITY OF WATERLOO, Biology Department.** Applications are invited for a position as Research Associate in an active research group for studies of biochemical, biophysical and molecular aspects of the mechanisms that control plant response to environmental stress and senescence. Candidates must have a Ph.D. and postdoctoral experience in two or more of plant molecular biology, enzymology, membrane biochemistry, analytical biochemistry or biophysics (e.g. x-ray diffraction, electron spin resonance). The position is available November 1, 1991 with a tenure of three years depending on the availability of funds. We are looking forward to their curriculum vitae and arrange an interview. Applications will be considered until all the positions are filled.

**UNIVERSITY OF SASKATCHEWAN, The Department of Biology.** University of Saskatchewan, invites applications for positions for NSERC Women's Faculty Awards. In compliance with NSERC guidelines, the applicant must be a female Canadian citizen or landed immigrant. A Ph.D. is required and post-doctoral experience is preferred. Preferred areas of research are molecular biology, aquatic biology and plant ecology but other areas are not excluded. Applicants should submit a curriculum vitae and the names of three referees to: Dr. Louis A. Hobson, Chair, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, by July 30, 1991. Preliminary inquiries are welcome. Phone: (306) 966-4400, Fax: (306) 966-4461, E-mail: SMITH@SASK.USASK.CA

## BIOPHYSICS

**POSITION WANTED:** Canadian Ph.D. in Biophysics, rich research experience overseas and in U.S.; Canadian teaching experience. Contact: A.P. Kim, 610 - 633 Roselawn Ave. Toronto, M5N 1K8, 416 - 256-1985

## BUSINESS ADMINISTRATION & COMMERCE

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND, The Faculty of Business Administration.** Memorial University of Newfoundland, is seeking applications for faculty positions in many functional areas due to significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience.

# CAUT/Group Insurance 'ACPU Assurance Collective

CAUT members are entitled to apply for these low-cost plans:

1. LIFE INSURANCE up to \$500,000.
2. PERSONAL ACCIDENT INSURANCE (\$150,000).
3. FAMILY LIFE INSURANCE for spouses and children of members.
4. PROFESSIONAL PROPERTY INSURANCE books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

Pour obtenir des détails complets, brochures, formules d'adhésion, tableaux des primes, etc. postez le coupon à:

CAUT Insurance Trust, P.O. Box 3528, Slatton C, Ottawa, Canada K1Y 4G1.  
Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:

1. ASSURANCE-VIE jusqu'à \$500,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$150,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Please send me information outlining the CAUT Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'ACPU.

Name/Nom

Address/Adresse

City/Ville

Province

Code



rience. Tenure-track applicants should add a doctoral degree or be near completion. The faculty has institutes in the areas of small business and management development. As well, the position of associate dean, information services, is to be filled. It carries course releases and a stipend in accordance with Canadian immigration requirements. This advertisement is directed in the first instance to Canadian citizens and permanent residents. Please contact Dr. Rick Rosen, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, telephone (709) 737-8851, FAX (709) 737-7880.

**ALGOMA UNIVERSITY COLLEGE** invites applications for a one-year term appointment in the Department of Business Administration. The appointment will be made at the rank of Lecturer or Assistant Professor and salary will be commensurate with qualifications and experience. Minimum qualifications are a C.A. designation and a graduate degree with significant emphasis on Accounting (a stress on the analytical and theoretical framework of Accounting is desirable). Applicants should send a current curriculum vitae with names, addresses and phone numbers of three referees to Prof. James Gibson, Academic Director, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G1. In accordance with the requirements of Immigration Canada, priority will be given to Canadian citizens and permanent residents. The position may be filled as

soon as qualified applicants are found. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. **UNIVERSITY OF MANITOBA, Faculty of Management.** Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or M.B.A. completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open: July 1, 1991 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

### CHEMISTRY

**UNIVERSITY OF TORONTO, Department of Chemistry, Postdoctoral Research Positions.** Applications are invited from qualified candidates for one-

year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor M.J. Oganian, Chairman, Department of Chemistry, University of Toronto, Ontario, Canada, M5S 1A1.

**UNIVERSITY OF ALBERTA: The Department of Chemistry** invites applications for a tenure-track Assistant Professor position in the Department of Chemistry, effective July 1, 1991. The appointee, who must hold the Ph.D. degree, is expected to carry out an active and innovative research program in an area that complements current staff activities. Applicants should be interested in both teaching and research. In the Department of 40 faculty and 135 graduate students supported by a full range of departmental facilities including high field NMR spectrometers, mass spectrometers, and electronic, mechano, and glassblowing shops. Salary range \$36,910 - \$53,374 Canadian. Applications, including a complete curriculum vitae, research proposal, and the names of at least three referees, should be sent to: Dr. K. L. B. Croft, Head, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1 by July 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the

principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

### CLASSICS

**THE UNIVERSITY OF CALGARY, Full-time Seasonal Instructor.** The Department of Classics invites applications for a possible one-year position as Full-time Seasonal Instructor, September 1, 1991 - April 30, 1992, to teach undergraduate courses in some of the following: Greek Civilization; Classical Mythology; Medical/Scientific terminology; first/second year Greek and Latin. Applicants should have the Ph.D. in hand or be in progress. Salary and benefits competitive, taking qualifications and experience into account. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline: when position is filled. Please write, including a curriculum vitae and names of three referees to: Professor M.J. Croft, Head, Department of Classics, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1A4; (403) 220-5803; ext. 11131 or T2N4S.V1.

### COMMUNICATION

**UNIVERSITY COLLEGE OF CAPE BRETON, Communication Sub-Department.** Applications are invited for a

full-time, tenure-track position beginning July 1, 1991. Ph.D. in Communication required (exceptional AGO considered). Areas of teaching include interpersonal and public communication at the introductory level, plus the courses: Rhetorical theory and criticism, intercultural communication, and health communication. Salary and rank commensurate with qualifications and experience. Send letter of application; curriculum vitae; most secondary transcripts; names, addresses and telephone numbers of three referees; and other supporting materials to Dean Donald Fawcett, Executive Director of Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but other qualified candidates are encouraged to apply. The University College of Cape Breton is an equal opportunity/affirmative action employer and has a "smoke-free" policy.

### COMPUTER SCIENCE

**UNIVERSITY OF VICTORIA, Department of Computer Science.** Applications are invited for a regular full-time faculty position in the Department of Computer Science in parallel or distributed computing or in other areas of computer science. In Computer Science or equivalent qualification required. Starting date is negotiable, but priority will be given to applicants who will be available on or before

*Établissement dynamique comprenant deux campus à Montréal, l'Université Concordia compte environ 23 000 étudiants et étudiantes de premier cycle et 3 000 de deuxième et troisième cycles d'âge et d'origine linguistique et culturelle variés. Encadrée d'un personnel professoral et administratif important, elle offre des programmes innovateurs à temps plein et à temps partiel, dans quatre facultés: Arts et Sciences; Commerce et Administration; Génie et Informatique; Beaux-Arts.*

L'Université Concordia est à la recherche

## D'UN VICE-RECTEUR OU D'UNE VICE-RECTRICE AUX SERVICES

qui entrera en fonction au plus tard le 1<sup>er</sup> janvier 1992 pour un mandat de cinq ans, renouvelable.

Relevant directement du recteur et vice-chancelier, le vice-recteur ou la vice-rectrice joue un rôle important dans l'administration supérieure, au même titre que la vice-rectrice à l'enseignement et à la recherche, le vice-recteur aux relations institutionnelles et aux finances et la secrétaire générale. Le candidat ou la candidate est chargé de superviser le plan directeur d'aménagement des pavillons nécessaire par une importante expansion des installations, notamment la construction du pavillon de la bibliothèque au coût de soixante millions de dollars (achèvement prévu pour 1992), et de diriger l'élaboration et la mise en place d'un système intégré de gestion.

Assisté de deux vice-recteurs associés et de treize cadres supérieurs, la personne titulaire a pour mandat de fournir des services rentables et efficaces à la communauté universitaire par l'entremise des divisions suivantes: services audiovisuels; services informatiques; bibliothèque; services auxiliaires; aide financière; services de santé; condition physique, loisirs et sports; services d'orientation; planification des systèmes intégrés de gestion; ressources matérielles; milieu physique; direction de la vie étudiante; services aux étudiants; environnement, santé et sécurité; protection publique et approvisionnement et services.

Exigences indispensables: excellentes références dans la gestion d'une administration vaste et complexe; solides qualités de leadership et excellentes aptitudes à la communication; maîtrise de l'anglais et du français. De préférence, expérience de l'administration, de l'enseignement et de la recherche en milieu universitaire.

Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Confidentialité assurée.

L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Prière d'envoyer les offres de service et les mises en candidature, accompagnées de renseignements biographiques, au plus tard le 31 juillet 1991 à: Monsieur Patrick Kenniff, recteur et vice-chancelier, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M8.



UNIVERSITÉ  
Concordia

ON VOUS PRÉPARE POUR LE MONDE



The University of Manitoba  
Faculty of Law

### DIRECTOR - ACADEMIC SUPPORT PROGRAM

The Faculty of Law at the University of Manitoba invites applications for the position of Director, Academic Support Program effective September 1, 1991 (or earlier if suitable arrangements can be made). The successful candidate will at minimum have an LL.B., experience of minority (particularly aboriginal) cultures, and a demonstrated knowledge of issues surrounding gender and ethnic diversity, education equity and related academic concerns. An LL.M. or other master's degree in academic or legal education will be assets. Ability to speak a native language is also considered an asset. The Director's duties will include the design, implementation and supervision of a tutorial program, the conduct of a multifaceted student recruitment program with particular emphasis on the recruitment of native students, preparation of materials, student counselling and see teaching duties in the program and, possibly, in the faculty's regular program. Appointment for a term of one to three years with the possibility of conversion to a tenure-track position. Salary to be negotiated will be in the Assistant Professor range (currently \$33,221 to \$56,697 per annum). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including a covering letter and the names of three referees, should be sent to DEAN ROLAND PENNER, FACULTY OF LAW, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2, no later than JULY 15, 1991.

## Assistant Professor, Organizational Behaviour (Tenure Track)

The Faculty of Administrative Studies, Athabasca University is seeking a tenure-track faculty member in organizational behaviour.

Candidates should demonstrate a clear commitment to organizational analysis and the improvement of management practice, and must have a sound grasp of sociological principles. Preference will be given to candidates with experience in adult and/or distance education. Demonstrated excellent writing skills are a considerable asset. Women applicants are especially encouraged to apply.

The person appointed should hold (or be near completion of) a PhD in organizational behaviour, organization theory, organizational design, or a related discipline such as organization psychology, sociology, or women's studies. Candidates who have a master's degree and relevant experience and/or professional education will be considered.

The Faculty offers the degrees of Bachelor of Administration and Bachelor of Commerce and university certificates in accounting, administration, labour relations, and public administration.

Athabasca University, Canada's leading open university, is located in the town of Athabasca, Alberta, and has regional centres in the cities of Edmonton, Calgary, and Fort McMurray.

Letters of application (including the names of three referees and a full vitae) should be sent to the Director of Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, Canada, T0G 2R0. This competition will remain open until a suitable candidate is selected.

July 1, 1992. The University of Victoria is committed to an Employment Equity Program and the Department of Computer Science and the Department of Computer Science are currently in the process of achieving a minimum of 11% female representation (currently 11% female). Women are very strongly encouraged to apply. Amongst women, the Department of Computer Science is in the Faculty of Engineering and moved to the new building in October 1990. The Department offers graduate and undergraduate degrees in Computer Science as well as combined undergraduate degrees in Computer Science/Mathematics. There are currently 19 faculty members with research interests in the areas of programming languages, compilers, software development, software development environments, distributed computing, combinatorial algorithms, theory of computation, functional and logic programming, VLSI design and test, and numerical analysis. There are also 20 in the Ph.D. program. The Department operates a highly successful undergraduate computer co-op program. A graduate co-op option is also available. The Department is an active participant in the Canadian Association of British Columbia with a number of ASB Fellows and ASB postgraduate student co-scholarships. The Department has excellent facilities available for instructional and research support currently include seven Sun 3 and Sun 4 workstations, a variety of smaller systems, as well as the University's IBM 3080/VFP system. The computing facilities across campus are fully networked while BCNet connects us to the other universities and research institutions in the Province. BCNet also links us to the Internet. In a recent international survey, Victoria was chosen one of the world's ten most livable cities. Located on the southeastern tip of Vancouver Island, Victoria enjoys the mildest climate in Canada. Temperatures during the Winter rarely fall below freezing. Spring begins in February, and the sunny summer days are typically a pleasant surprise. Victoria is a small (about 250,000) city of neighbourhoods that feel like home. Without time or transportation to get around, you can bicycle to work year round. As British Columbia's capital and a tourist resort, Victoria has much to offer many cultural opportunities, a great variety of restaurants, and many entertainment opportunities. Vancouver is a large, rugged and mountainous. There are many pristine wilderness areas, rain forests, sandy beaches, and a variety of small islands in the region. You can enjoy a wide variety of outdoor activities throughout the year. If you wish to send a curriculum vitae and the names of at least three referees to: Dr. M. R. Officer, Chair, Department of Computer Science,

McGILL UNIVERSITY, Assistant Professors, one in Environmental Engineering, one in Structural Engineering. The Department of Civil Engineering and Applied Mechanics invites applications for tenure-track positions. Duties will include teaching undergraduate and graduate levels, and research. Applicants must hold a Ph.D. and will be judged on their ability to teach and their excellence in research. Applications should include a curriculum vitae and the names of three referees, and should be sent to Professor B. Stoltz-Smith, Chairman, Department of Civil Engineering and Applied Mechanics, McGill University, 3177 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2K6. The appointments are commencing January 1, 1992. Applications should be received by August 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

### CHEMISTRY

#### WOMEN'S FACULTY AWARD

The Department of Chemistry at Brock University is seeking to nominate a candidate for the NSERC Women's Faculty Award in 1992. The successful candidate will be expected to establish a research program in the Department. Applicants from all areas of chemistry will be considered, but we are particularly interested in applications from those with a strong background in organic or bioorganic chemistry.

Extension of the appointment beyond the NSERC funding period cannot be guaranteed at this time, but several vacancies for tenure-track positions in organic chemistry are expected to occur as a consequence of retirements in the mid-1990s.

Applications for nomination including a curriculum vitae, the names of three referees, and a detailed research plan should be sent as soon as possible. Candidates can expedite matters by three referees while the Department decides.

Only Canadian citizens, or those with Canadian landed immigrant status, qualify for this award.

Applications will be accepted until August 1st 1991.

Search Committee  
Co-ordinator  
Department of Chemistry  
Brock University  
St. Catharines, Ontario  
L2S 3A1 Canada



University of Victoria, P.O. Box 3055,  
Victoria, B.C., Canada, V8W 3P6. Please  
provide electronic mail addresses and fax  
numbers for yourself and your references  
if possible. Applications will be accepted  
until September 30, 1991. In accordance  
with Canadian Immigration regulations,  
priority will be given to Canadian citizens  
and permanent residents. The Department  
will offer assistance as necessary in the  
search for suitable employment for indi-  
viduals moving to Victoria to accompany the  
selected applicant. Further information is  
available by contacting the office of the  
Department. Telephone: (604) 721-7220;  
Fax: (604) 721-7292; INTERNET:  
dmil@csr.uvic.ca

**OCNACAD UNIVERSITY**, Department of Origin Art, Faculty of Fine Arts, 1000 University Avenue, Suite 100, Vancouver, BC V6T 1C6, Canada. Assistant Professor/professor tenure track position. The successful candidate will be responsible for teaching 1981 Rank and salary commensurate with qualifications. MFA or equivalent required. The successful candidate will teach undergraduate studio courses in various media and will be responsible for teaching and experimental applications of computerized and electronic media. Additional responsibilities include: supervision of students, department computer facility. Requires a minimum of 5 years of postgraduate experience, active involvement as a professional designer/artist and experience with computerized graphic design systems. Hardwired experience should be demonstrated. Degree in Fine Arts or Graphics. Knowledge of French and familiarity with graduate program an asset. Inquiries should be directed to the following requirements, priority will be given to applications from persons of aboriginal descent of Canada. Concordia University is committed to employment equity and to the recruitment and retention of persons of aboriginal groups, visible minorities and women. Candidates should be given priority. Application deadline: June 30, 1991. For consideration, send resume and cover letter to: Chair, Dept. of Origin Art, 1935 René Lévesque Blvd. West, Montreal, QC H3A 2K4.

**THE UNIVERSITY OF AUCKLAND, NEW ZEALAND.** Lectureship/Senior Lectureship, Department of Education (Vacancy UAC-29). The University is establishing a Centre for Science and Technology Education in the Education Department. The Foundation Professor will be Dr. Michael Matthews of the University of Auckland. Auckland is New Zealand's largest university. It is attractively located in a coastal city with a population of 1.2 million. The Education Department has a staff of 30 with wide-ranging research interests in the field of advanced qualifications, experience in post-primary science education and an excellent reputation in the world record. They should have a competence in one or other of the following fields: empirical research, development of computers in science teaching. The appointee will be expected to conduct research, to teach, to advise the Centre and the Department, to advise graduate students, to teach undergraduate students. The appointment will commence at the beginning of 1992. The ability to be cross-disciplinary is essential. The University's departments would be an advantage.

THE UNIVERSITY OF AUCKLAND, Faculty of Education, is seeking an enthusiastic and experienced teacher to fill the position of Continuing Education (Vocancy) Lecturer. The successful candidate will have any relevant field, demonstrate proven ability and wide interests in teaching and learning, and have a minimum of five years experience in teaching, programs and curriculum development. She/he must be able to communicate effectively with students, communicative skills and be able to demonstrate team leadership. The job is a full-time position, with a salary scale 1 and relative. The successful applicant will be responsible for the design, delivery and development and delivery of the General Studies and Community Issues Programme, including the delivery of the Education, specifically by: research into programme design and effectiveness; leading and supervising staff in the design, developments and research areas; coordinating the work of the team in General Studies and Community Issues; identifying priorities for programmes and developing and implementing aspects of them; and implementing aspects of them in the following areas: teaching and learning aspects of them; teaching and research in the field of continuing education and development. Commencing salary will be established within the range \$N252,000 - \$N262,000. For further information, please see Appointment and Method of Application are available from the Assistant Registrar, Faculty of Education, University of Auckland, Private Bag 920, Auckland, to whom applications should be forwarded by 1 July 1992. The University of Auckland and An Equal Opportunity Employer. For more information, contact: UNIVERSITY OF VICTORIA, Faculty of Education, Box 1800, STN CSC, Victoria, B.C. V8W 2Y2, Canada. Tel: (604) 681-2222.

Applications are invited for a tenure-track position in the Department of Educational Foundations, in the history, sociology, or philosophy of education, effective July 1, 1992. A Ph.D. and knowledge of the provincial school system are essential. Research interest in Multicultural aspects of social foundations would be an asset. Responsibilities include: teaching, supervising foundations courses at undergraduate and graduate levels, supervision of graduate students, and participation in department research. Salary will be commensurate with qualifications and experience. Inquiries should be directed to the Department Chair. Requirements, preference will be given to Canadian citizens and permanent residents. The successful candidate will be committed to an employment equity program. Women are particularly encouraged to apply. Please send your resume, which include curriculum vitae, the names of three referees, and reprints of recent publications, to: Dr. Arthur Olson, Chair, Department of Communication & Educational Foundations, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3A4. Phone: 721-7802.

The Faculty of the History of Education at the Assistant Professor level, effective January 1, 1995, is seeking applications from successful candidates' preference and subject to availability of budgetary resources. The position involves a stimulating environment for high quality teaching, graduate student supervision, and research. The successful candidate and colleagues specializing in Anthropology, History, and Education. Current salary range is \$35,910 to \$53,374 (over review). The position requires a master's degree and an active research and publication record. The candidate selected will be responsible for teaching several other courses, the introductory course in History of Canadian Education and for preparing programs in gender studies in education. The successful candidate must have a minimum of 10 years' experience with Canadian immigration requirements. The successful candidate is directed to Canadian citizens and permanent residents. The following materials are required: 1. A formal letter of application. 2. Evidence of experience in this field. 3. A list of at least 10 recent publications in education. 4. A detailed CV. 5. Copies of 4 recent publications or work in progress. The closing date for applications is September 1, 1994. All submitted materials must have been received by that date. These materials should be directed to: Dr. J. R. B. Smith, Department of Educational Studies, University of Regina, 4-15, University of Regina, Alberta, Edmonton, Alberta, T6C 2G4. The University of Alberta is committed to the principle of equal opportunity. The University encourages applications from aboriginal persons, disabled persons, and persons of diverse backgrounds.

**UNIVERSITY OF REGINA, Faculty of Education, Assistant or Associate Professor, History of Education (term-renewable) to begin September 1, 1995.** The University of Regina Master's degree (doctorate preferred) plus experience relevant to adult vocational/technical education and economic development. Education and Experience should reflect competence in the areas of: 1. History of education, 2. Adult vocational education. Major responsibilities per graduate level in the areas of: curriculum development, 3. Instructional design, innovative instructional approaches and support systems for distance education, 4. Research and evaluation. The support for the training and development of students and staff. Applications to qualifications and experience. Applications should be forwarded, not later than June 1, 1994, to: Dr. J. R. B. Smith, Department of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is an equal opportunity employer. We encourage applications from all qualified candidates, including women, aboriginal persons, minorities, and people with disabilities. Inquiries may be made by telephone. The requirements, this advertisement is directed to Canada.

**THE UNIVERSITY OF CALGARY.** Head, Department of Educational Psychology. The University of Calgary Faculty of Education invites applications and nominations for the position of Head, Department of Educational Psychology. The department, with 27 regular faculty appointees, contributes to the BEd programs and

offers extensive programs of the Master's and Doctoral levels. Areas of specialization within the department include: clinical psychology, counselling psychology, computer applications, counselling psychology, developmental psychology, industrial and organizational psychology, instructional and learning, mental health, research and evaluation, research design, special education, statistics, and training. The department has national psychology specialists with an established reputation in teaching, scholarship, research, and professional leadership activities, and have the ability to work with field organizations. Appointment is available at the level of Assistant Professor, Associate or Full Professor level. The salary range of Associate Professor is currently \$55,656.00 to \$90,000.00. Full Professor \$55,656.00 to no specified maximum. The effective appointment date is September 1, 1991. The University of Calgary has an employment equity program and encourages applications from all qualified persons, including women, persons with disabilities, visible minorities, and people with disabilities. Applications, including a curriculum vitae, should be submitted by November 1, 1990, to the Director of Human Resources, University of Calgary, University of Calgary, 200 University Drive, Calgary, Alberta, T2N 1N4.

**UNIVERSITY OF NEW BRUNSWICK, Mechanical Engineering.** Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in materials and manufacturing processes. Candidates should have completed a

Ph.D. degree, eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to the advancement of the profession with a curriculum vitae and the names at least three referees should be sent to: Dr. H.G. Freeman, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 6A1. Consideration with priority will be given to Canadian citizens and permanent residents. Employment equity. This position is subject to bureaucratic approval by the University.

**Position in Environmental Engineering**  
Applications are invited for a tenure-track position at the level of Associate Professor or Professor in the field of Environmental Engineering at the University of New Brunswick, starting in 1992. The position will be based on University Engineering with a possible cross appointment in the field of Environmental Engineering and an established research record in the field as well as the ability to teach and supervise graduate students. Environmentalism is an asset. Employment equity is a policy of the University of Ottawa. In accordance with the University's policy, laws priority will be given to Canadian citizens and permanent residents. Please send curriculum vitae and the names and addresses of three referees as soon as possible to: Dr. J. G. Bédard, Department of Civil Engineering, University of Ottawa, 161, Louis Pasteur, Ottawa, K1N 6N5. Tel. 819-827-6000 ext. 6135-54780. Fax 819-827-6135-9850.

**THE UNIVERSITY OF BRITISH COLUMBIA**, Department of Mechanical Engineering, Applications are invited for a permanent position as an Assistant Professor or an Assistant professor in the Department of Mechanical Engineering. The successful candidate will be expected to teach and be trained and actively involved in research in the general area of computer aided design and manufacturing. The research should include work in the area of design, preferably including computer modelling of components/materials, and the use of computer aided design methods. Relevant industrial experience would be a major asset. The position is a full-time position of active research in his/her area. The successful candidate will be expected to teach graduate and undergraduate courses in his/her field of expertise. The position is located in the Department of Mechanical Engineering, Centre for Integrated Computer Systems Research. The objective of this Centre is to develop and promote research in the area of computer aided design and manufacturing among the academic researchers and their industrial colleagues in the areas of mechanical engineering, industrial engineering and Mechanical Engineering. The successful candidate will therefore be expected to interact with the academic and industrial research with colleagues in these related areas. Applications should be received no later than 15 November 1991 or as soon as possible thereafter. For consideration, candidates should submit a letter of commende, a curriculum vitae, and a list of references. The University of British Columbia is an equal opportunity institution and commitment is accorded to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity institution and commitment is accorded to women and minority applicants.

## LECTURERS/SENIOR LECTURERS/ASSOCIATE PROFESSORS

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

Business Policy and Strategy  
International Business  
Strategic Management  
Management of Technology

Personnel Management/  
Human Resource Management  
Comparative Management/  
Cross-cultural Studies  
Organisational Behaviour

Management Information Systems  
Operations and Production Manag  
Operations Research/Statistics

Risk Management and Insurance  
Accounting

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer	\$50,390 – 64,200
Senior Lecturer	\$58,680 – 100,310
Associate Professor	\$88,650 – 122,870

(C\$1.00 = S\$1.51 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$1,000 or \$2,000, subsidised housing at nominal rentals ranging from \$3100 to \$2216 p.m., education allowance for up to three children subject to a maximum of \$110,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 665 MFLOPS of compiling power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; online library catalogue, voice-mail; the international computer networks – BITNET and INTERNET, linking academic institutions and research centres all over the world; the campus-wide video system, which is expected to give staff based FDDI technology, enables the academic community to access the computer resources in the University from the convenience of the workstation in each staff office.

Application forms and further information on terms and conditions of service may be obtained from:

**The Director**  
Personnel Department  
National University of Singapore  
10 Kent Ridge Crescent  
Singapore 0511

**The Director**  
North America Office  
National University of Singapore  
55 East 59th Street  
New York, N.Y. 10022, U.S.A.  
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to: PERSDEPT @ NUSVM, or through Telefax: (65) 7783948.



**Invites applications and nominations for the position of**

DEAN OF THE WESTERN COLLEGE OF VETERINARY MEDICINE

Applications and nominations are invited for the position of the Dean of the Western College of Veterinary Medicine. The appointment, which will be effective July 1, 1992, will be for a renewable five year term.

The Western College of Veterinary Medicine serves the four Western Canadian provinces (Alberta, British Columbia, Manitoba and Saskatchewan), the Yukon and the Northwest Territories. It offers an undergraduate program leading to the award of the D.V.M. as well as post-graduate study. The Dean has administrative responsibility for the Veterinary Teaching Hospital, the Goodale Research Station, and plays a role in the management of the Toxicology Research Centre, the Animal Resources Centre, and the Veterinary Infectious Diseases Organization (V.I.D.O.).

Enrollment in the College for the 1990-91 academic year was 281 undergraduate students and 54 graduate students. The University of Saskatchewan has a student population of approximately 17,500 full and part-time students registered in thirteen colleges.

The successful candidate will hold a D.V.M. or equivalent and will be an established scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will provide dynamic leadership within the College. The Dean will hold an appointment as a full professor. He or she will also be involved in the University's general academic leadership. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete resumes will be accepted until **October 31, 1991** and should be submitted to:

**Dr. Patrick Browne**  
Vice-President (Academic)  
Room E216, Administration Building  
University of Saskatchewan  
SASKATOON, Saskatchewan  
S7N 0W0

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. This position has been cleared for advertising at the two tier level by Canada Immigration.



M. Salcedo, Head, Department of Mechanical Engineering, The University of British Columbia, 2324 Main Mall, Vancouver, BC V6T 1W5 Canada  
**McGILL UNIVERSITY** Department of Mechanical Engineering. Applications are invited for a tenure track appointment in the area of Solid Mechanics at the Assistant Professor level. Applicants should hold a Ph.D. and have a strong research interest in the areas of Experimental and Theoretical Solid Mechanics, versatility with an interest in

Heterogeneous Materials and Composites will be an asset. The successful candidate will be required to interact with existing research groups in Mechanical Failure and Material Degradation Processes. Responsibilities will include teaching of undergraduate and graduate courses in the areas of Solid Mechanics and Mechanics. Starting salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents.

Interested persons should send their curriculum vitae and the names of three referees by August 31, 1991 to: Prof. A.M. Ahmed, Chairman, Department of Mechanical Engineering, McGill University, 817 Shabpoor Street West, Montreal, Quebec H3A 2K6.  
**UNIVERSITY OF WATERLOO** The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to a tenure track faculty position in the semiconductor devices and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO** The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to a tenure track faculty position. Applications are invited in all branches of electrical and computer engineering but preference will be given to persons specializing in computer engineering (software systems) and circuits and systems. The department also invites applications for definite term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Council (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO** The Department of Systems Design Engineering at the University of Waterloo is seeking applicants for tenure-track positions. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO** The Department of Systems Design Engineering at the University of Waterloo is seeking applicants for tenure-track positions. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO** Civil Engineering. Applications are invited for Civil Engineering tenure track positions at the Assistant or Associate Professor ranks in the areas of Construction Engineering, Engineering Materials, Solid Mechanics and Structural Design. Entry qualifications include a PhD degree and eligibility for registration as a Professional Engineer. Successful candidates will be expected to teach courses at the undergraduate and post graduate levels in Civil Engineering mainly in but not necessarily limited to the subject area for which application is being made. Demonstrated ability and willingness to conduct and to publish scholarly research are essential. The date of the first appointment is planned for September 1, 1991 with additional appointments to be made in the following 12 month period. All appointments will be subject to budgetary approval. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals (women and men, members of visible minorities, native peoples, and persons with disabilities). Interested persons are invited to submit a resume, the names of three referees, plus a short statement of career objectives and goals to Professor G. Farquhar, Chair of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 by June 30, 1991.

**UNIVERSITY OF WATERLOO** The Department of Systems Design Engineering at the University of Waterloo is seeking applicants for tenure-track positions. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO** The Department of Systems Design Engineering at the University of Waterloo is seeking applicants for tenure-track positions. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

analysis and design, and intelligent systems. The applicants should have a Ph.D. in Engineering and research interests in one or more of the following fields: 1) Control Systems Theory, 2) System integration and design, 3) Social and Environmental systems with emphasis in one or more of the following areas: stochastic and statistical modelling and analysis, optimization, resource allocation, modelling and simulation, and systems engineering with emphasis in one or more of the following areas: energy and resource systems modelling and analysis, risk and reliability analysis, environmental impact, or policy development. Experience in engineering applications and design is highly desirable. The successful applicants will be expected to teach basic courses in the engineering sciences and mathematics as well as senior level and graduate courses in areas of expertise. Applications with complete curriculum vitae and the names of three referees should be sent to Professor M. Chandrasekhar, Chairman, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF ALBERTA** - Faculty Search Committee. Department of Electrical Engineering, through its affiliation with the Telecommunications Research (TR) Division, invites applications for a faculty position as a Staff Professor. Candidates must have a PhD and an excellent record of research in advanced telecommunication systems and networks. The successful candidate will be required to teach two courses per year and to supervise graduate students. In a joint appointment with TR Labs the Professor will be part of a research team of industrial and academic researchers and will have access to the advanced research facilities at this establishment. Salary will be competitive with that of a tenure track position at a comparable university. Qualifications and experience. Appointment will be made as Assistant, Associate or Full Professor based on level of \$36,810, \$45,684 and \$57,415. Substantial support for research and student awards is available from TR Labs. The University of Alberta is Canada's second largest university with 25,000 undergraduate students. TR Labs is an applied research institute with long term funding support from industry and government. The availability of this position is subject to budgetary approval. Please send a curriculum vitae together with the names and addresses of three referees to: Dr. P.R. Smy, Chair, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7. Application deadline - August 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF ALBERTA** - Faculty Search Committee. Department of Electrical Engineering, through its affiliation with the Telecommunications Research (TR) Division, invites applications for a faculty position as a Staff Professor. Candidates must have a PhD and an excellent record of research in advanced telecommunication systems and networks. The successful candidate will be required to teach two courses per year and to supervise graduate students. In a joint appointment with TR Labs the Professor will be part of a research team of industrial and academic researchers and will have access to the advanced research facilities at this establishment. Salary will be competitive with that of a tenure track position at a comparable university. Qualifications and experience. Appointment will be made as Assistant, Associate or Full Professor based on level of \$36,810, \$45,684 and \$57,415. Substantial support for research and student awards is available from TR Labs. The University of Alberta is Canada's second largest university with 25,000 undergraduate students. TR Labs is an applied research institute with long term funding support from industry and government. The availability of this position is subject to budgetary approval. Please send a curriculum vitae together with the names and addresses of three referees to: Dr. P.R. Smy, Chair, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7. Application deadline - August 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF ALBERTA** - Faculty Search Committee. Department of Electrical Engineering, through its affiliation with the Telecommunications Research (TR) Division, invites applications for a faculty position as a Staff Professor. Candidates must have a PhD and an excellent record of research in advanced telecommunication systems and networks. The successful candidate will be required to teach two courses per year and to supervise graduate students. In a joint appointment with TR Labs the Professor will be part of a research team of industrial and academic researchers and will have access to the advanced research facilities at this establishment. Salary will be competitive with that of a tenure track position at a comparable university. Qualifications and experience. Appointment will be made as Assistant, Associate or Full Professor based on level of \$36,810, \$45,684 and \$57,415. Substantial support for research and student awards is available from TR Labs. The University of Alberta is Canada's second largest university with 25,000 undergraduate students. TR Labs is an applied research institute with long term funding support from industry and government. The availability of this position is subject to budgetary approval. Please send a curriculum vitae together with the names and addresses of three referees to: Dr. P.R. Smy, Chair, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7. Application deadline - August 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, native peoples, and persons with disabilities.

plastics, blends, and composites. Ideal candidates will have broad interests and experience in such areas as Applied Mathematics, Simulation of Polymer Processing, Rheology, Thermodynamics of fluid and solid mechanics. Applicants must have a Ph.D. degree and show evidence of ability to conduct significant independent research. Applications, including curriculum vitae, should be sent by June 30, 1991 to Professor M.R. Kamel, Chairman, Department of Chemical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. However, all well-qualified candidates are encouraged to apply and will be given serious consideration.

## ENGLISH

**UNIVERSITY OF VICTORIA, VICTORIA, BRITISH COLUMBIA** Department of English. Over the next two years, the Department of English intends to make four appointments. The positions to be reserved for women. Applications at any rank are invited in the fields of Modern English Literature, British Literature, and Modern American Poetry and Poetics. Applications from permanent residents are invited. The University of Victoria is a member of the Colonial Salary will be determined by qualifications, experience, and rank. Candidates should send their curriculum vitae transcripts, and letters from three referees should be sent by October 1, 1991 to: Jerry G. Sherwood, Chair, Department of English, University of Victoria, P.O. Box 3045, Victoria, B.C., Canada V8W 2P2. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other countries. The University of Victoria is committed to an employment equity program.

## FORESTRY

**UNIVERSITY OF ALBERTA** Applicants are invited for a Forest Economist (tenure track) position. Applicants should have a Ph.D. degree and a strong background in forestry and possess a strong economic and quantitative methods background. Duties include research, teaching, and forest land resource utilization, policy, making, and trade issues are desirable. Candidates should possess a Ph.D. degree or equivalent. Preference will be for applicants at the Assistant Professor level, but more senior applications are invited. Current salary ranges: Assistant Professor, \$36,810 - \$55,374; Associate Professor, \$45,684 - \$67,658. Please send curriculum vitae and names of three referees by July 15, 1991 to: Dr. E. Phillips, Chairman, Department of Rural Economy, University of Alberta, Edmonton, Alberta, T6G 2G7. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

## FRENCH

**UNIVERSITY OF ALBERTA**, Faculté Saint-Jean. La Faculté Saint-Jean sollicite des candidatures au poste de pro-



## POSITION AVAILABLE Centre for Peace Studies McMaster University

**Title:** Administrative Co-ordinator  
**Start Date:** Regular position, beginning July 15, 1991 or after  
**Salary:** Under Review  
**Job Description:** The Co-ordinator will be involved in all aspects of the consolidation and further development of the Centre for Peace Studies. This will entail assisting the Director in the management of the Centre office and with special Centre projects including conferences, lectures and research. The Co-ordinator will be expected to take initiative in acting to implement the goals and policies of the Centre in collaboration with the Director and the Coordinating Council. The position also requires being available in the office to answer routine questions from faculty, students, and members of the community. Flexibility in working hours is essential: the 37.5 hours per week may involve some evening work.

**Qualifications:** Completed university degree in a relevant discipline; an interest in peace and social justice issues; good oral and written communication skills; typing ability; and some experience with word processing and database management. Experience in office management essential. The Centre hopes, in time, to replace some of the office work currently associated with this position with opportunities in research, and hence invites applicants with Ph.D.s completed or in progress in areas related to Peace Studies.

**Application Deadline:** Send C.V. and letter of application by June 28, 1991 to: Centre for Peace Studies, Divinity College 237, McMaster University, Hamilton, Ontario L8S 4K1.



## ÉCOLE POLYTECHNIQUE

The largest  
Canadian school  
of engineering

## Chairholder Noranda/NSERC Industrial Chair in Mining Automation

École Polytechnique de Montréal invites nominations and applications for candidacy for the Noranda/NSERC industrial chair in Mining Automation. Candidates with experience in automation, robotics, computer vision or underground communications would be of particular interest. Mining experience would be an asset.

The candidate should hold a Ph.D. degree in either mining engineering, electrical engineering, mechanical engineering, engineering physics, or the equivalent. He/she must be capable of providing leadership in collaborative research with industry and of contributing significantly to the research activities and supervision of graduate students. The chair will require its holder to lead researchers and graduate students involved in the automation of mining equipment. The research work of the candidate will relate to some of the following fields: automatic guidance, artificial vision, remote control techniques and monitoring, development of new sensors or adaptation of existing ones to mining applications, and underground communications. The objective of his/her research should aim at the development of concepts leading to new mining technology.

Applicants and nominees must have an outstanding research record, a strong interest in teaching and a commitment to the creation and development of a world class research program in mining automation.

The chairholder will work closely with CCARM (Canadian Center for Automation and Robotics in Mining) researchers. CCARM, which was jointly created by École Polytechnique and McGill University in 1988, is strongly involved in applied research in mining automation.

This new chair is sponsored by Noranda Inc. and the Natural Sciences and Engineering Research Council of Canada (NSERC); both will participate in the evaluation process of candidates.

The chairholder will hold a tenure track position at École Polytechnique, normally at the level of full professor. A working knowledge of French is desirable.

Interested persons should write to Mr. René Dufour, Professor, Mineral Engineering Department, École Polytechnique, P.O. Box 6079, Station A, Montreal, Quebec, CANADA H3C 3A7, tel: (514) 340-4926, fax: (514) 340-4477. Applications will be accepted until September 3, 1991.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. École Polytechnique is an equal opportunity employer.

## Contemporary Dance

The Contemporary Dance Department, Faculty of Fine Arts, Concordia University, invites applications for a full-time limited term appointment at the Assistant Professor rank, commencing September 1, 1991 through to May 31, 1992.

Applicants should have sound knowledge and experience in at least two of the following areas: Choreography, Creative Process in Dance and Technical Training for Contemporary Dance. Additional experience in Aspects of Production for Dance, Dance History would be considered an asset. Applicants should have a Master's Degree or equivalent, three to five years teaching experience at the professional level. The candidate is expected to share in the organization and administration of the Department and to maintain his/her artistic research during the period of appointment. Bilingualism is considered a definite asset.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Send complete curriculum vitae, documentation of work, statement of teaching philosophy, three reference letters, by June 30th, 1991, to: Silvy Panet-Raymond, Chair, Contemporary Dance Department, Faculty of Fine Arts, Concordia University, 7141 Sherbrooke St. W., Montreal, QC H4B 1R6.



Concordia  
UNIVERSITY



ressourcement (adéquation) en langue française. Tâches: Offrir des cours de langue et de grammaires avancées, et en plus avoir la capacité d'enseigner dans un des domaines suivants: géologie, géochimie, géologie collective, littérature en langue française. Qualifications: Doctorat ou équivalent en la langue française. L'expérience dans l'enseignement des langues. Ce poste ouvre la voie à la promotion. La personne sélectionnée entrera en fonction le 1<sup>er</sup> septembre 1991. Le traitement annuel est de 36 910 \$ à 45 045 \$ (échelon 91) en fonction de la formation et de l'expérience. Faculté de langue française au sein d'une Université de langue anglaise, le Faculté Saint-Jean des diplômés de B.A., de B.Ed. et de B.Sc. Université de l'Alberta. Les candidats doivent être de langue anglaise. Ils encouragent les candidatures des personnes des femmes, des membres des autochtones, des personnes handicapées. Conjointement aux dépenses des services d'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Toute candidature doit comporter un curriculum vitae détaillé avec les noms des hôtes répondants et doit être transmise au plus tard le 30 juin 1991 à l'adresse suivante: J.A. Boul, Doyen, Université Saint-Jean, Université de l'Alberta, Edmonton, Ave. Marie Anne, Calgary, Edmonton, Alberta, T6C 4G9.

## GENETICS

**THE HOSPITAL FOR SICK CHILDREN: Departments of Pediatrics and Genetics - Clinical Genetics.** The Division of Clinical Genetics, Department of Pediatrics and Genetics, Hospital for Sick Children and University of Toronto, Toronto, Ontario, Canada, is seeking a clinical geneticist with experience in metabolic disease. The successful applicant will join a group of geneticists responsible for providing a wide range of genetic and pediatric services to patients with hereditary metabolic disorders. Patients are referred from a local population of 2 million and from elsewhere in Canada. The majority of the consultations concern genetic metabolic disorders presenting in infancy or childhood. The majority of patients with adult onset genetic disorders are also seen. There are considerable opportunities for research as well as for participation in undergraduate and postgraduate medical and genetic education. Candidates must have a strong background in genetics and have demonstrated a commitment to the pursuit of independent scholarly research. The position is eligible for the Canadian College of Medical Genetics is desirable. Salary is commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested individuals should forward their curriculum vitae and references to: Dr. J.T.R. Clarke, Head, Division of Clinical Genetics, The Hospital for Sick Children, 555 University Avenue, Toronto, Ont., Canada M5C 1X8, Tel. (416) 598-5753.

## GEOLOGY

**UNIVERSITY OF REGINA.** Applications are invited to the Department. Replacement is to 12 month term at the rank of Assistant Professor. Ph.D. in geology required, undergraduate teaching experience will be an asset. The duties of the position will include teaching courses in some of these areas: igneous petrology, metamorphic petrology, introductory geology, applied geochronology.

Classes begin in September, 1991. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference to Dr. M. Kent, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2; telephone (306) 585-4677, fax (306) 585-5050. Closing date for applications: July 15, 1991. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF ALBERTA.** Department of Geology. Applications are invited to a tenure track faculty position in Petroleum Geology. The Department of Geology is a well equipped, research oriented department in the Faculty of Science. The successful candidate will be responsible for carrying on an independent research program, supervising graduate students and teaching undergraduate courses. We are seeking a candidate who is working or wishes to work in the broad field of Petroleum Geology. Expertise in one or more of the subdisciplines of Igneous and Metamorphic Petrology, Sedimentology and Stratigraphy. The position is held by the assistant professor level (\$36,910 - \$45,045) and is available at the beginning of the academic year. The successful applicant will have a Ph.D. in Geology with a curriculum vitae with education and work experience in the field of Petroleum Geology, three references, and a brief statement of teaching and research interests. The position will be effective January 1, 1992 or as soon as possible thereafter and is subject to final budgetary approval. Salary will be in accordance with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, members of visible minorities and women.

## HEALTH CARE

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND, Division of Community Medicine, Health Care Delivery.** The Division of Community Medicine is seeking a candidate for a full-time, tenure track position in Health Care Delivery, effective September, 1991. The Division has an interdisciplinary faculty with major responsibilities in teaching medical and graduate students and an active program of research. The Division has excellent facilities and a number of health organizations in the Province, including the Provincial Government Department of Health. Applicants should have suitable academic and professional qualifications as a Ph.D. in a relevant discipline, M.D., or a professional degree in any health discipline completed in an M.D. or M.B.B.S. program, and relevant experience in the health field. Demonstrated expertise in teaching and research is also essential. Preference will be given to individuals with managerial experience in health care, as well as to individuals with teaching undergraduate and graduate students and research. A major responsibility will be to participate in planning and implementation of a new program for a Master of Health Services Administration (MHSA) degree. Academic

rank and salary will be commensurate with academic and professional qualifications of the applicant. Submit a curriculum vitae and the names and addresses of three references to: Dr. Arun Chockalingam, Chairman, Search Committee, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and nominations will be accepted until September 16, 1991.

## HOUSING/REAL ESTATE

**UNIVERSITY OF GUELPH.** The Department of Consumer Studies invites applications for a tenure track position in Housing and Real Estate Management within the Department of Consumer Studies at the level of Assistant Professor. The Department is within the College of Family and Consumer Studies, and has extensive undergraduate and graduate programs in Consumer Studies and Marketing within the BA, BBA, BCom and MSc programs. It is an interdisciplinary unit with fifteen established faculty positions. Responsibilities will include undergraduate and graduate teaching in housing, real estate, and management and the pursuit of scholarly research. Scholarly interests in housing, real estate, housing finance, real estate/property management or real estate appraisal would be particularly welcomed. We invite candidates with special interests in other areas of housing/real estate are also encouraged to apply. The appointment will be effective January 1, 1992 or as soon as possible thereafter and is subject to final budgetary approval. Salary will be in accordance with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to employment equity program that includes special measures to achieve diversity within its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Applications should include curriculum vitae, names of at least three referees, and an indication of research and teaching interests, and should be submitted not later than September 15, 1991 to The Chair, Department of Consumer Studies, University of Guelph, Guelph, Ontario N1G 2W1.

## IMMUNOLOGY

**UNIVERSITY OF MANITOBA.** Postdoctoral Research Fellowships and Research Assistantships. Applications are invited from molecular immunologists with expertise in molecular biology of protein chemistry. Depending on previous research productivity, the appointee(s) will conduct independent research or work on ongoing projects. Duties may also include: (i) cell biology and cell surface receptors, (ii) cell surface receptors, (iii) cell surface receptors, (iv) molecular definition and mode of action of suppressor T cell factors. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Please airmail or fax full application, giving also names and addresses of 3-5 scientific referees, to Professor A.

Sehon, Director, MRC Group for Allergy Research, Department of Immunology, The University of Manitoba, 730 William Avenue, Winnipeg, Manitoba, R3E 0W3. Tel. (204) 772-1724. PHONE 204-788-6518.

## ITALIAN

**THE UNIVERSITY OF BRITISH COLUMBIA.** The Department of Hispanic and Italian Studies invites applications for two tenure stream appointments in Italian at the Assistant Professor level, to commence July 1, 1992. Both appointments are subject to budgetary approval by the University. Applicants should possess a Ph.D. in Italian, with native or near-native proficiency in the language. Training in language teaching methodology at the university level would be an asset. The successful applicant will teach Italian language at all levels, graduate and undergraduate courses in modern and contemporary Italian literature, some graduate supervision. POSITION 2: Teaching Italian language at all levels, graduate and undergraduate courses in Renaissance and Baroque literature and thought, some graduate supervision. At least one of the successful applicants must have demonstrated capacity to teach in the fields of art and literary theory. Salaries commensurate with qualifications and experience. Applicants should submit curriculum vitae, curriculum vitae, transcript of academic record, and the names of three referees to: The Head, Department of Hispanic and Italian Studies, University of British Columbia, 1606 Main Mall, Vancouver, B.C. V6T 1Z1. Applications are accepted until October 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages qualified women and minority applicants.

## JAPANESE

**UNIVERSITY OF VICTORIA.** Victoria, British Columbia, Canada V8W 2P4. The University of Victoria intends to establish a

continuing position in the teaching of undergraduate courses in the Japanese language. The successful applicant will teach two sections at the introductory level in Business Japanese, as well as two courses at the intermediate and advanced levels. The University invites applications for a position in this field for the period September 1, 1991 to June 30, 1992. The position may be renewable. Applicants should hold at least an MA degree in a related discipline, have native or near-native fluency in Japanese, be familiar with current trends in Japanese language teaching methodology and business vocabulary, and show clear promise of excellence as a language teacher.

## London Regional Cancer Centre

## ACADEMIC MEDICAL ONCOLOGIST: ONTARIO, CANADA

Applications are invited for the position of Academic Medical Oncologist at the London Regional Cancer Centre (LRCC) of the Ontario Cancer Treatment and Research Foundation (OCTRF). The successful applicant will hold an academic appointment at the University of Western Ontario. The LRCC, which serves a large population of 1.4 million people in Southwestern Ontario, relocated to a custom-built facility in the Spring of 1988. The applicant should have experience in the management of solid tumors, particularly lung, gastrointestinal, and breast cancer. A background in basic and/or clinical research would be an advantage. Applicants should have, or be eligible to sit, the fellowship in Internal Medicine (FRCP (C)) and have recognized training in Medical Oncology as set out by the Royal College of Physicians and Surgeons of Canada. The remuneration and conditions of service will be according to the guidelines of the OCTRF, based on experience. The OCTRF is an equal opportunity, affirmative action employer, but is directed by Canadian Immigration authorities to state "preference will be given to Canadian citizens and permanent residents of Canada".

Applications with the names of three contemporary referees should be sent to: Dr. Vivian Bramwell, Head, Medical Oncology, The London Regional Cancer Centre, 790 Commissioners Road, East, London, Ontario, Canada N6A 4L6.

Closing date for applications August 15th 1991.



## FACULTY POSITIONS

THE UNIVERSITY OF BRITISH COLUMBIA  
FOREST PRODUCTS WASTE MANAGEMENT

As the result of an award of an NSERC/COFI Industrial Chair in Forest Products Waste Management, the University of British Columbia is initiating a search for three new tenure track faculty members. The senior Chair will be in the Environmental Engineering Group within the Department of Civil Engineering, while the two junior positions will be in Chemical Engineering and Microbiology, respectively. The intent of the award, totalling some \$2.6 million over 5 years, is to set up the infrastructure for an on-going research effort to address the myriad environmental issues facing the forest products industry. It is anticipated that the new faculty members will work in concert with each other, with existing faculty experts in various departments on the campus, with the Pulp and Paper Research Institute of Canada, and with member companies of the Council of Forest Industries (COFI). Sufficient funding has been secured in the basic award to purchase significant new equipment, to support a number of graduate students, and to operate an analytical organic laboratory.

The closing date for the junior positions applications is later than that for the senior Chair position so that the senior Chair designate can play a significant role in the selection for the junior faculty members.

## GENERAL INFORMATION ON CHAIRS

## Senior Chair

## Department of Civil Engineering

An immediate opening exists for a tenured Full Professor to occupy the Senior Chair position. The successful candidate will have primary responsibility for the establishment of a core research program in the area of forest products waste management, and will be instrumental in ensuring that a viable interdisciplinary research group is brought together to focus on specific waste management problems. In addition, there will be a need to involvement in an appropriate teaching role within the Department.

Qualifications for the position should include an undergraduate degree in Civil or Chemical Engineering plus a Ph.D. in a discipline appropriate to the thrust of the Chair.

The successful candidate will possess very significant research/development experience in the area of pulp and paper wastewater management, and will have a keen interest in developing research efforts in a variety of forest products waste management areas.

Deadline for applications is July 15, 1991, with an appointment to be effective on September 1, or earlier if appropriate. Salary will be commensurate with qualifications and experience.

## Junior Chair

## Department of Chemical Engineering

Applications are invited for a tenure-track position at the Assistant Professor level. Qualifications should include a Ph.D. in Chemical Engineering, or in a closely related field, plus research or work experience in wastewater management related to the forest products industry. Significant knowledge of pulp and paper process technology would also be an asset.

The successful candidate will have an opportunity to be involved with existing award-winning research in the field of organic and toxic removal from pulp mill effluents. Opportunities also exist to work with researchers in the Departments of Chemical and Civil Engineering, and in the Pulp and Paper Centre, on such diverse topics as environmental manipulation, biomass speciation in treatment systems, and mill process modifications to decrease impacts of wastewater on the environment. The successful candidate will be encouraged to initiate separate research thrusts within the general mandate of the chair. The teaching of some basic Chemical Engineering courses will also form part of her/his duties.

Deadline for applications is July 31, 1991, with an appointment to be effective on January 1, 1992 or earlier if appropriate. Salary will be commensurate with qualifications and experience.

## Junior Chair

## Department of Microbiology

Applications are invited for a tenure-track Assistant Professor in the Dept. of Microbiology, at U.B.C. Applicants should have a Ph.D., postdoctoral experience and a strong research record.

The preferred candidate would have a background in microbial physiology and metabolism, genetics of degradation of xenobiotics, or environmental microbiology. It is expected that the candidate will have the potential to develop a world class research program using molecular genetic approaches to study problems of toxic and/or non-toxic compounds in forest industry waste products and that the research will complement existing programs in Microbiology and other related departments. There will be significant opportunity to interact with existing and developing programs in waste management and in designing approaches to the sustainable development of natural resources. The individual will participate in undergraduate teaching and in the large Ph.D. program in the Microbiology Department.

Deadline for applications is July 31, 1991, with an appointment to be effective on January 1, 1992, or earlier if appropriate. Salary will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit application, together with the names of three referees to:

Dr. W.K. Oldham, Head  
Department of Civil Engineering  
University of British Columbia  
2324 Main Mall  
Vancouver, B.C. V6T 1W5  
CANADA

The University of British Columbia encourages qualified women and minority applicants.



## University of Regina

## REGISTRAR AND DIRECTOR OF STUDENT SERVICES

This senior position is responsible for the overall administration of the University's Student Services Programs and the Office of the Registrar. Student Services now include Counselling Services, Handicapped Student Services, Student Health Clinic, International Student Services, Cooperative Work Study Programs and Student Residence. The Office of the Registrar includes Registration and Records, Admissions and Awards, and University Entrance Program. The mandate of this position is to provide the best possible portfolio of services to the University's students and to service the needs of the academic community.

The successful candidate will have proven management and administrative skills to the level of senior management. A broad knowledge and background in student services, university admissions, systems development and familiarity with the internal structures of a university. Excellent communication skills, interpersonal skills, and a strong sensitivity to student needs. A university degree is required.

The University of Regina offers an attractive salary and benefits package.

Please address enquiries and applications including C.V. and three letters of reference to:

**MURRAY HUTCHINGS  
EXECUTIVE DIRECTOR UNIVERSITY DEVELOPMENT  
UNIVERSITY OF REGINA  
REGINA, SASKATCHEWAN  
S4S 0A2**

FAX: 306-585-5255

This position is available from July 1, 1991.

The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



THE UNIVERSITY OF AUCKLAND, NEW ZEALAND Lectureships in Law, Department of Law (Vacancy UA28). Applications are invited for several positions as Lecturer in Law in the Faculty of Law, University of Auckland. The positions are advertised because of the allocation of new positions to the Faculty. The Faculty has particular needs in the areas of Contract, Real and Personal Property, Equity, Company Law, Commercial and Consumer Law, and Theory. However, persons with research and teaching interests in other subject areas should not be deterred from applying. The Faculty is, however, particularly interested in persons of a variety of backgrounds, in particular in applications from women and Maori applicants. The Department at present consists of 5 Professors, 6 Associate Professors, 12 Senior Lecturers and 12 Lecturers. It teaches a range of undergraduate and graduate to Masters and PhD levels.

Commencing salary will be established within the range \$NZ37,440 – \$NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 1 July 1991. Please quote Vacancy Number UAC-28 in all correspondence.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** is seeking candidates for the tenure-track position of **Head, Technical Services Division (Health Sciences Library)**. Description: This position reports directly to the Associate University Librarian (Health Sciences), and is responsible for the coordination and management of the Division. The primary responsibility is to ensure the efficient and effective operation of the Division's Cataloguing, Acquisitions and Serials Section. This includes anticipating

and evaluating the technical services needs of the library. Other responsibilities include investigation and planning of technical services, including the development of some original cataloguing, and participation in the Library's reference, bibliographic instruction and collections development. There are 10 full-time positions, one librarian and nine FTE support staff. The Health Sciences Library serves the faculty, staff and students of Memorial University, St. John's, and the Faculty of Schools of Nursing and Pharmacy, and acts as the library for the General Hospital. The Library is also mandated to support the information and resource needs of all health care workers in the province of Newfoundland and Labrador. Benefits: Rank and salary will be based on qualifications and experience. Floor salary for librarians is \$22,000. The successful candidate receives an administrative stipend of \$2,500. Benefits include a minimum of 25 vacation days and eligibility for sabbatical and study leave. A generous moving allowance is available.

the development of a high level of reference information service and the ability to use a variety of information services. Online searching experience is an asset. The successful candidate will be a team player, able to work independently and cooperatively in a team/company environment. Good oral and written communication skills are essential. The successful candidate will be able to explain concepts clearly to students, researchers and colleagues. Willingness to work some evenings and weekends is an asset. Some working knowledge of an Asian language is an asset. Knowledge of business and/or economics would be assets. Conditions of Service: York University is implementing a new salary schedule for its employees with Canadian immigration requirements. The successful candidate must be a Canadian citizen or permanent resident of Canada. This is a three year contract/term position with the possibility of renewal. The position will be filled as an Adjunct Professor and included in the York University Faculty of Arts and Sciences. The anticipated salary level is mid range. The successful candidate should send their resume and references to the Human Resources Department, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Applications received by July 31/1991. Applications including a current curriculum vitae, a cover letter, and a letter of recommendation are required. The letter relating qualifications to the requirements of the position. Send to: Dr. J. C. International Business Librarian Search Committee, c/o Rm 310 Social Sciences Building, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

Petncia Marchak, Faculty of Arts, Room B130 Buchanan Building, The University of British Columbia, Vancouver, B.C. V6T 1Z1, Canada

**THE UNIVERSITY OF TORONTO, SCARBOROUGH CAMPUS**, invites applications for two tenure-stream positions one in **Business Administration** and one in **Human Behaviour**, at the Assistant or Associate Professor Levels to commence 1 July 1993. Successful candidates will demonstrate excellence in research and teaching. These appointments will include membership on a research team and a teaching assignment. The University's Faculty of Management. Salary commensurate with qualifications and experience. Research and teaching responsibilities. Applications with curriculum vitae, 3 letters of reference, and evidence of scholarly activity should be sent to: **Dr. J. S. Sandford**, 30 November, 1993, and should be sent to: **Professor Sandford Borins**, Chair, Faculty of Management, Scarborough Campus, University of Toronto, 1256 Midway Trail, Scarborough, Ontario, M1C 1A4. In accordance with the University's policy on affirmative action, advertisement is directed to Canadian citizens and landed immigrants of Canada and to persons of various backgrounds, ages, women and men to apply.

l'informatic et offrirait bientôt un programme de maîtrise. Le centre de calcul possède une machine IBM 3080 avec 3100 avoies, d'un pont réseau de services de l'université et de nombreux ordinateurs personnels. Le centre possède un centre régional de services pour le réseau de la province, qui coordonne les activités collaboratives et l'écréables ainsi que la possibilité de collaborer à la recherche scientifique. Les membres du département entendent que les membres du département doivent se consacrer activement à la recherche et à l'enseignement. Le centre de premier cycle et de participer à la recherche et à l'enseignement. Le centre de la charge de travail impliquera de la consultation en statistique et la recherche en statistique. Le centre de la recherche (français/anglais) et la capacité d'effectuer l'informatic seraient des domaines de recherche. Les domaines canadiennes de l'immigration, la recherche en statistique, les statistiques canadiennes et aux résidents permanents. L'université Laurienne applique une approche de la recherche et de l'enseignement et offre également aux femmes et aux hommes. L'annonce restera en vigueur jusqu'à la fin de l'année 1991. Pour faire parvenir le présent avis, veuillez adresser vos lettres à l'adresse suivante: Directeur des ressources humaines, Département de mathématique et d'informatique, Université Laurier, 1285, rue du Sudbury, Ontario, Canada, N6C 2P6, ou par courriel électronique à [chc@uwaterloo.ca](mailto:chc@uwaterloo.ca) ou [chc@uwaterloo.ca](mailto:chc@uwaterloo.ca).

Applicants are invited for two parts funded by the National Cancer Institute and the M.R.C. of Canada for three years in the laboratory of Dr. Steven Leibel. Applicants should have a Ph.D. in a related field and be interested in the study of DNA replication, phosphorylation, the research focuses on the isolation and characterization of specific cascades implicated in the control of cell cycle progression in oocytes or plasmids. The research will involve the use of molecular biology techniques including molecular biology, and their epidemiological characterization, microarray and cDNA sequencing. The research will also involve the use of immunological techniques including the use of novel anti-proliferative antibodies, and immunization by the production of a vaccine. The multidisciplinary and highly interactive environment of the Biomedical Research Centre is an important feature of the laboratory.

Applicants should have or will soon be completing a Ph.D. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and landed immigrants, although all qualified individuals will be considered. Please send a curriculum vitae including the names, phone number and addresses of three referees.

Dr. Steven Pelech  
The Biomedical Research Centre  
2222 Health Sciences Mall  
Vancouver, B.C., Canada V6T 1Z3

Dr. Steven Pelech  
The Biomedical Research Centre  
2222 Health Sciences Mall  
Vancouver, B.C., Canada V6T 1Z3

University with multidisciplinary approach, and the research and teaching systems in the technical services environment are highly desirable. Procedure/Deadline for application: Candidates should send their resumes to: **Dr. M. S. Ramesh Babu**, Director, **Health Sciences Centre, Memorial University, St. John's, NL A1B 3X6**. Memorial University is committed to the principle of equity in employment.

**WORK UNIVERSITY: International Business Librarian, Government Documents/Reference Studies Librarian, Responsibility:** To develop and develop collections and services to support the International M.B.A. and the International Business Centre. To participate in the reference services of the Government Documents/Administrative Services Unit. **Qualifications:** M.L.S. or online services, including CD-ROM and online searching, bibliographic instruction, preparation of reference services. **Other qualifications:** M.L.S. or recognized equivalent. Knowledge of international business, international trade, international or Asian business culture, awareness of economics, management, and business law.

**THE UNIVERSITY OF BRITISH COLUMBIA: School of Library, Archival and Information Studies** is seeking an individual to fill the position of **Director of the School of Library, Archival and Information Studies** as of 1992. It is a full-time position with a five-year term, separating two year programs leading to the degree of Master of Library Science and the degree of Master of Archival Studies. The position involves supervising 120 students enrolled in the two programs, 12 full-time staff, and a number of part-time staff. The position is a full-time appointment will be made at the rank of Professor with tenure, assuming that suitable qualifications are demonstrated. A well-qualified candidate is not one who has only a background in an appropriate discipline, but one who has demonstrated exceptional leadership, administrative, and organizational skills. Responsibilities: The Director is responsible for the overall management and coordination of the School's activities. In addition, the Director is expected to conduct research in the field of library, archival and archival professions through membership and work in professional associations and to publish in the field. The Director is expected to encourage and support research leading to publication, and to teach. Qualifications: The basic qualifications for the position are a graduate degree and significant scholarly research, evidence of outstanding administrative skills, and a demonstrated commitment to the science of information science from an A.C. accredited program as a graduate student or faculty member in the discipline. Also desirable are an earned degree in library, archival or information academic program for information professionals, and thorough knowledge of library and archival practice. Compensation: Salary will be commensurate with qualifications and experience. The University of British Columbia is an equal opportunity employer. In accordance with Canadian immigration requirements, the advertisement is open to all persons regardless of permanent residents of Canada. The University of British Columbia encourages the application of women and minorities. Application Closing Date: October 31, 1991. For more information and application information should be addressed to Dr. M.

**UNIVERSITY OF WATERLOO.** The Faculty of Mathematics, University of Waterloo, is seeking applications for five women candidates for tenure-track positions at the rank of Assistant Professor. The Faculty is currently accepting applications for the 1992 NSERC Women's Faculty Award program. NSERC has targeted these positions to attract outstanding female Canadian citizens or permanent residents who have demonstrated exceptional research and teaching skills. The Faculty of Mathematics is very strong in research and teaching, with about 160 faculty in the areas of Algebra, Analysis, Combinatorics, Mathematics, Combinatorics & Optimization, Computer Science, Pure Mathematics, and Applied Mathematics. Candidates should have a PhD, a strong research program in one of the disciplines listed above, and a demonstrated research interest and ability in teaching (although teaching is not a requirement). Salary will be commensurate with experience. The NSERC Research Grant will be available to successful candidates. The position is full-time, permanent, and involves three letters of reference, sent to the Chair of the Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 2G1. For consideration, candidates would follow the NSERC closing date in March 1992. The closing date for applications is 15 February 1992. For more information on this position is subject to budget.

**CHEDECKE-MAcMAcSTER HOSPITALS.** In accordance with Canadian immigration requirements, this advertisement is directed to the attention of potential immigrant residents. Chedoke-McMaster Pain Program seeks a clinical associate, to be employed on a full-time basis. Minimum Qualifications: One or more years experience in interdisciplinary chronic pain management, with emphasis on non-pharmacologic, cognitive-behavioral, and non-invasive care, acute or postoperative pain management, behaviour therapy. Previous experience in a tertiary care hospital is preferred. Contact: Dr. Edson Links, (416) 521-2100 ext. 7038, Box 2800, Station A, Hamilton, Ontario L8N 2V5.

**DALHOUSIE UNIVERSITY, Cardiologist:** Applications are invited for the position of a full-time, permanent, clinical cardiologist. The successful candidate will have a minimum of 5 years postgraduate coronary care experience, an interest in clinical cardiology and/or noninvasive cardiac testing, and a minimum of 2 years postgraduate experience in a tertiary care hospital. The successful candidate must also carry a university appointment. Professional and academic rank would be commensurate with experience. The position is located in the Division of Cardiology, Dalhousie University. The successful candidate will be involved in teaching of undergraduate and postgraduate students. There are excellent opportunities for clinical career advancement. A minimum of 5 years cardiology is required, and eligibility for licensing with the Provincial Medical Board of Canada is required. In accordance with Canadian immigration requirements, this advertisement is directed to the first 1000 potential immigrants. Dalhousie University encourages applications from qualified women. Salary commensurate with experience. Competition will close within 45 days of this advertisement. Applications, including curriculum vitae and references, should be sent to: Dr. David E. Johnston, Head, Division of Cardiology, Dalhousie Hospital, 1085 High Street, Halifax, Nova Scotia B8Y 2Y5.

Wilfrid Laurier University invites applications and nominations for the position of President and Vice-Chancellor.

Originally founded as the Evangelical Lutheran Seminary of Canada, the institution acquired university powers and degree-granting status in 1959 as Waterloo Lutheran University. This church affiliation was relinquished and the name changed to Wilfrid Laurier University in 1973. The University is governed by a 33-member Board of Governors and a 61-member academic Senate.

Located in the twin cities of Kitchener and Waterloo, Ontario, Wilfrid Laurier University takes pride in its small classes and the quality of the students' educational experience. The University has a current enrolment of approximately 5400 full-time students and 3000 part-time students in its Faculties of Arts and Science, Music, Social Work, Graduate Studies, and the School of Business and Economics. At the graduate level, Laurier offers M.A., M.B.A., M.S.W., and D.S.W. programs. The University has an annual operating budget of over \$65 million, and employs over 1000 faculty and staff.

The President and Vice-Chancellor is the chief executive officer of the University, responsible for the direction of Laurier's academic and business affairs. The President's major challenge is to foster a climate of excellence within and for the University. The successful candidate for President will possess outstanding academic and administrative credentials, strong skills in government relations, and the ability to communicate effectively with faculty, students, staff, alumni and members of the external community. The appointment will take effect on or about August 1, 1992.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Both women and men are encouraged to apply.

Applications and nominations will be treated in confidence and should include a brief statement of the qualifications and relevant specific achievements of the individual. They should be submitted, accompanied by a curriculum vitae, by August 15, 1991 to:

Mrs. Lee Teeter, Secretary  
Presidential Search Committee

**Wilfrid Laurier University**  
Waterloo, Ontario, Canada  
N2L 3C5



Invites applications and nominations for the position of  
Dean  
College of Pharmacy  
(Incorporating the Division of Nutrition and Dietetics)

Applications and nominations are invited for the position of the Dean of the College of Pharmacy. The appointment, effective July 1, 1992, will be for a term of five years in the first instance.

The College of Pharmacy offers two undergraduate programs, one leading to the Bachelor of Science in Pharmacy [B.S.P.] and the other to the Bachelor of Science in Nutrition [B.Sc. (Nutr.)]. The undergraduate pharmacy program prepares students to enter community, hospital or industrial pharmacy. Graduates of the nutrition program pursue careers in dietetics, community nutrition, government, business and industry. Students in both programs are encouraged to consider graduate studies and future careers in research and academe.

Enrollment in the B.S.P. program in the 1990-91 academic year was 300 students. Both the M.Sc. and Ph.D. degrees in Pharmacy are offered, with 19 graduate students currently enrolled. Undergraduate enrollment in the B.Sc. (Nutr.) program was 128 students. The Division of Nutrition and Dietetics offers the M.Sc. degree; Ph.D. programs are offered on a special case basis. The University of Saskatchewan has a student population of approximately 17,500 full and part-time students registered in thirteen colleges.

The successful candidate should be an established scholar, have demonstrated a dedication to excellence in research and teaching, and possess proven administrative ability. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a Professor. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete resumes will be accepted until **October 15, 1991** and should be submitted to:

Dr. Patrick Browne  
Vice-President (Academic)  
Room E216, Administration Building  
University of Saskatchewan  
SASKATODN, Saskatchewan  
S7N 0W0

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. In accordance with Canadian requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.



**MEMORIAL UNIVERSITY OF NEWFOUNDLAND**, Terry Fox Cancer Research Laboratories. Applications are invited for the fourth tenure track faculty position in the recently established Terry Fox Cancer Research Laboratories located within the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University, St. John's, Newfoundland, Canada. Applicants must possess a doctorate and relevant experience in one of the following areas: gene expression, developmental molecular biology or intercellular/intracellular signalling. The successful candidate will be expected to develop an independent, externally funded research programme but will be encouraged to participate in collaborative projects with other members of the Terry Fox Laboratories. The laboratories are modern, well equipped and provide over 5000 sq. ft. of communal space for four investigators. Applicants should submit their curriculum vitae, a brief statement of research interest and arrange to have three letters of reference forwarded to: Dr. Laura Gillespie, Terry Fox Cancer Research Scientific Search Committee, Division of Basic Medical Sciences, Faculty of Medicine, Memorial University, St. John's, Newfoundland, Canada A1B 3X9 by August 1, 1991. Memorial University of Newfoundland is an equal opportunity employer, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

#### METEOROLOGY

**MCGILL UNIVERSITY**, Department of Meteorology - Director, Roder Weather Observing. The Department of Meteorology of McGill University invites applications for a tenure or tenure track faculty position in radar meteorology or atmospheric remote sensing. Applications at all academic levels will be considered. Responsibilities include teaching and research in the Department of Meteorology and directing the activities of the Radar Weather Observatory. Desired qualifications include a Ph.D. in meteorology or a closely related field, a record of research publications in atmospheric remote sensing with demonstrated competence in radar meteorology, experience in teaching graduate and undergraduate meteorology courses, and experience in managing research contracts and grants. The candidate should have the administrative skill and personality needed to lead the research program at the Radar Weather Observatory. Preference will be given to candidates with an excellent international scientific reputation, but younger candidates with promising potential for research leadership will be considered. Applications should contain a curriculum vitae, a list of publications, the names of three referees, and a statement of research interests. Applications will be considered as they are received. The appointment is expected to begin during the summer of 1992, but an earlier starting date is possible. Salary will be commensurate with qualifications, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send the application to Chair, Department of Meteorology, McGill University, 805 Sherbrooke St. W., Montreal H3A 2K4, Canada; Telephone: 514-398-3764; Fax: 514-398-6115.

#### MUSIC

**QUEEN'S UNIVERSITY (KINGSTON, CANADA)**, Director, School of Music. Applications are invited for the position of Director of the School of Music. Candidates should hold a doctoral degree and have an established record of musical scholarship and/or performance and/or music education and/or composition. In addition, the successful candidate should have administrative experience and personal skills which will enhance faculty development in the areas of teaching, research and/or performance. The Directorship offers opportunity for leadership particularly in the development of the undergraduate and proposed graduate programmes. Salary and rank are negotiable. The closing date for applications is 15 October 1991. Applications should be accompanied by a curriculum vitae and the names of three referees. Applications should be sent to: Dr. Leslie G. Monkman, Chair, Advisory Committee for the Director of the School of Music, Faculty of Arts and Science, Queen's University, Kingston, Ontario K7L 3N6. Queen's University has an employment equity programme and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the spouse of a new appointee to seek suitable employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

#### NEUROLOGY & NEUROSURGERY

**MONTREAL NEUROLOGICAL INSTITUTE AND HOSPITAL**, McGill University, Department of Neurology and Neurosurgery. Applications are invited for the position of a tenure track assistant professor in the Department of Neurology & Neurosurgery, McGill University in the Montreal Neurological Hospital and Institute, for a neurologist with a special interest in the molecular basis of neuromuscular disease. The appointment will be effective July 1, 1992. The position will involve initiation and coordination of basic science and clinical research projects in close collaboration with other members of the Neuromuscular Research Group. Strong background in biochemistry/biophysics with experience in clinical magnetic resonance spectroscopy, metabolic physiology of exercise, and molecular biology is essential. The successful candidate must be a clinical neurologist and hold a Ph.D. or

equivalent in biochemistry or biophysics with at least two years of post doctoral research experience. A credible publication record should already be established. The potential for initiating independent research and obtaining extramural funding is necessary. In addition, interest in teaching of residents and students and willingness to actively participate in the clinical activities of the department is important. Salary will be commensurate with qualifications and experience. This advertisement is directed to Canadian citizens and permanent residents of Canada. Please send applications, including a curriculum vitae and the names and addresses of three referees to: Dr. D. W. Bevilacqua, Director, Montreal Neurological Institute, 3801 University Street, Montreal, Quebec H3A 2B4. Closing date for receipt of applications is August 1, 1991.

#### NURSING

**UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS**, Nursing, Division of Sciences at the Saint John Campus of the University of New Brunswick invites applications for a tenure stream appointment in Nursing at the Assistant Professor level effective July 1991. The program is a post RN baccalaureate program available to part-time and full-time students. The successful applicant will be responsible for classroom and clinical teaching (some courses via distance education), pursue scholarly activities, and assist with curriculum revisions and student advising. Candidates should have a Master's degree in nursing, recent clinical experience and previous teaching experience (preferably at the adult level). Applications, including curriculum vitae and the names and addresses of three referees will be accepted until the position is filled and should be addressed to: Dr. Peter McGeehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. This position is subject to budgetary approval and, in accordance with Canadian immigration requirements, is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

#### OCEANOGRAPHY

**DALHOUSIE UNIVERSITY**, Research Associate In Benthic Biogeochemistry. A temporary research position is available as part of a study of the factors controlling porewater irrigation by benthic tube-dwelling organisms in coastal and harbor sediments. The successful candidate for this position must possess a Ph.D. in benthic ecology and/or geochemistry with experience in developing microcosms and measuring fluxes in sediments. This individual must also have some experience with mathematical models used to describe diagenetic processes. Salary for 1991 is \$30,000 QON and funding is expected to continue for three years. Deadline for applications is July 15, 1991, and must be sent to: Dr. Bernard P. Boudreau, Department of Oceanography, Dalhousie University, Halifax, NS B4N 4J1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer.

#### ONCOLOGY

**MCGILL UNIVERSITY**, Analytical Chemist. McGill University is seeking a chemist specializing in the development and application of capillary electrophoresis for the determination of natural and stereoisomeric drugs in biological samples. The successful candidate for this position must possess a Ph.D. degree in analytical science, and demonstrated experience in the development of analytical techniques. An opening is available immediately. Salary commensurate with experience. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline, June 30th.



#### Faculty of Social Work

### University of Toronto

Applications are invited for tenure stream appointments at the assistant and associate or full professor levels, starting date to be negotiated. Successful applicants will teach in the masters and the doctoral programs. Candidates should have a completed doctorate in Social Work or a field compatible with Social Work. Senior candidates should have a national or international reputation in applied research and publication while junior candidates should have demonstrated potential to move quickly to achieving this status.

These positions offer an opportunity to play a major role in a development phase in which the Faculty seeks to contribute to knowledge building for practice. Recruitment in the substantive areas of multicultural and native issues, and, child and family welfare will be a top priority although other theme areas of emphasis include health, gerontology and housing.

Applicants are invited to send a curriculum vitae and the names and addresses of three referees to: Dr. Heather Munroe-Blum, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1. Interested individuals are encouraged to apply by July 1, 1991.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

1991. Please send curriculum vitae to: Dr. Irving Weiner, Department of Oncology, McGill University, 3655 Drummond St., Montreal, Quebec, H3G 1Y6.

**MCGILL UNIVERSITY: Bio-Analytical Chemist**, McGill University is seeking a chemist specializing in the development and characterization of novel polystyrene based stationary phases for high performance liquid chromatography which will be used in the investigation of protein ligand binding phenomena, in particular those which are stereoisomerically modulated. Preference will be given to a candidate having a strong knowledge base in the separation of enantiomers by HPLC, particularly employing protein based phases. This opening is available immediately. Salary commensurate with experience, in accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline: June 30th, 1991. Please send curriculum vitae to: Dr. Irving Weiner, Department of Oncology, McGill University, 3655 Drummond St., Montreal, Quebec, H3G 1Y6.

#### PATHOLOGY

**UNIVERSITY OF SASKATCHEWAN, Department of Pathology**. Applications are invited for an Assistant Professor (without tenure) faculty position in Anatomical Pathology with responsibilities in undergraduate and Resident teaching, and service to the 500 bed Royal University Hospital. The candidate should be eligible for, or hold, certification in General or Anatomical Pathology by the Royal College of Physicians and Surgeons of Canada and have a defined commitment to a personal research programme. The University of Saskatchewan is committed to the principles of employment equity, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline date for receipt of applications is June 30, 1991. Applications, including curriculum vitae and the names of three referees should be submitted to: Dr. J. Kalis, Head, Department of Pathology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

**THE UNIVERSITY OF BRITISH COLUMBIA, Faculty of Medicine, Department of Pathology**. A great tenure track position at the rank of Assistant Professor is available at the University of British Columbia, Department of Pathology for an individual at the PhD level. The successful candidate will have a general interest in mechanisms of embryogenesis and their relationship to the development of neoplasms, and demonstrated expertise in determination of gene structure through the use of transgenic models. Laboratory space will be allocated in the University Hospital, University Site. Academic rank and starting salary will be according to current University of British Columbia guidelines and level of experience. This appointment must be subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is June 30, 1991 with a starting date of October 1st, 1991. Please respond with a curriculum vitae and names of three referees to: Dr. Andrew Churg, Department of Pathology, University Hospital - UBC Site, 221 Westcoast Mall, Vancouver, B.C. V6T 2B5.

**THE UNIVERSITY OF BRITISH COLUMBIA, Faculty of Medicine, Department of Pathology**. A grant tenure track position is available at the University of British Columbia, Department of Pathology for an individual with a demonstrated interest in research in basic applied research. Successful candidate will have experience in autopsy and surgical pathology, cytology and expertise in metabolic bone disease and gynaecological and gastrointestinal pathology. FRCGC or equivalent certification and a B.C. license is

## AVIS TRIES HARDER FOR CAUT MEMBERS

- Great rates from \$42.00 to \$46.00 per day (up to a full size 4 door), with unlimited Kilometres at participating Canadian locations.

- Corporate rates available worldwide.
- For worldwide reservations call: 1-800-TRY-AVIS (1-800-879-2847)
- When reserving, please mention your Avis Worldwide Discount Number C180900.

Avis features GM cars.



Chevrolet Lumina

We're trying harder than ever.

## AN AVIS UPGRADE FREE

When you rent a car from Avis from June 1, 1991 through August 31, 1991, you can receive a free upgrade. Reserve a sub-compact 2 door through a full size 2 door car, with a request for an upgrade and you can rent a car, 1 group higher at no extra charge. Simply reserve in advance, requesting an upgrade and present this certificate to qualify.

Coupon # UCNA002

#### Terms and Conditions:

Certificate valid for one car group upgrade on a sub-compact 2 door through a full size 2 door vehicle. One certificate per rental. Offer expires August 31, 1991. Valid at Canadian corporate and participating licensee locations. Cars and upgrades subject to availability (at time of rental). An advanced reservation with request for upgrade is required. Renter must meet Avis age, driver and credit requirements. May not be combined with any other offer, discount or promotion. Must be used in conjunction with AWD #C180900. Return to renting city.

#### Rental Agent Instructions:

- Assign customer a car, one group higher than the group reserved.

#### Automated:

- In CPN section, enter ( UCNA002 ) in bold.

#### Non-Automated:

- In box 15 (coupon number) write # UCNA002



required. Laboratory space will be located in the University Hospital, University Site. Academic rank and starting salary will be according to current University of British Columbia guidelines and level of experience. This position is subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is June 30, 1991 with a starting date of August 1st, 1991. Send curriculum vitae and the names of three referees to: Dr. Andrew Churg, Dept. of Pathology, University Hospital - UBC Site, 2211 Westbrook Mall, Vancouver, B.C. V6T 2S5

#### PEDIATRICS

**THE UNIVERSITY OF BRITISH COLUMBIA, Pediatrics - Adolescent Medicine.** The Department of Pediatrics at the University of British Columbia is seeking a Pediatrician with an interest in Adolescent Medicine. The successful applicant will join a highly motivated, multidisciplinary team in the Division of

Adolescent Health Care, responsible for teaching, research and clinical care in a progressive tertiary care Pediatric hospital setting. Minimum qualifications include Certification in Pediatrics, plus one or more years of formal training in a recognized adolescent medicine program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If no Canadian candidate is found, other candidates will be considered. Salary will be commensurate with qualifications and experience. Closing date for applications: September 30, 1991. Biochemical Sciences: Cardiology, Endocrinology, Gastroenterology, Hematology/Oncology, Infectious and Immunological Diseases, Intensive Care (3 years training in adult medicine or pediatrics), positions open July 1, 1992 and Jan. 1, 1993; Neonatal/Pediatric Medicine, Nephrology, Neurology (minimum of 1 year core pediatric training required); Rheumatology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia encourages qualified

women and minority applicants. Send curriculum vitae to the Head of the Division of Pediatrics, B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4.

**THE UNIVERSITY OF WESTERN ONTARIO, Pediatric Hematology/Oncology: Children's Hospital of Western Ontario.** The Department of Pediatrics, University of Western Ontario, is seeking a third faculty member to join an expanding academic programme in Pediatric Hematology/Oncology. This is a university contracted fulltime clinical appointment with major research and teaching components at the rank of Assistant/Associate Professor. Canadian certification in Paediatrics and/or Hematology/Oncology is required. Salary is commensurate with experience. Applications with curriculum vitae should be forwarded to: James E. Boone, MD, FRCP, Chairman, Department of Pediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road East, London, ON, N6C 2V5. Closing Date: June 30, 1991. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

### POSTDOCTORAL FELLOWSHIPS

**THE IZAAK WALTON KILLARNEY POSTDOCTORAL FELLOWSHIPS FOR 1992-93**

**Value:** Fellowships valued at \$29,000 (1992-93), plus travel allowances, are available for one year at Dalhousie University in most fields of study.

**Qualifications:** Applicants should have recently completed a Ph.D. at a recognized university and have no current connection with Dalhousie University.

**Application:** Correspondence should be addressed to: Killarney Postdoctoral Fellowship Programme, Faculty of Graduate Studies, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4A6.

**Initial correspondence should be received not later than October 15th, 1991. It should include a curriculum vitae together with the name of the sponsor/department/association and department of interest within the University.**

women and minority applicants. Send curriculum vitae to the Head of the Division of Pediatrics, B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4.

**THE UNIVERSITY OF WESTERN ONTARIO, Pediatric Hematology/Oncology: Children's Hospital of Western Ontario.** The Department of Pediatrics, University of Western Ontario, is seeking a third faculty member to join an expanding academic programme in Pediatric Hematology/Oncology. This is a university contracted fulltime clinical appointment with major research and teaching components at the rank of Assistant/Associate Professor. Canadian certification in Paediatrics and/or Hematology/Oncology is required. Salary is commensurate with experience. Applications with curriculum vitae should be forwarded to: James E. Boone, MD, FRCP, Chairman, Department of Pediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road East, London, ON, N6C 2V5. Closing Date: June 30, 1991. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF WESTERN ONTARIO, Pediatrics - Children's Hospital of Western Ontario.** The Department of Pediatrics, University of Western Ontario, is seeking a third faculty member to join an expanding academic programme in Pediatric Hematology/Oncology. This is a university contracted fulltime clinical appointment with major research and teaching components. Requirements: Canadian certification in Pediatrics and Cardiology, Rank and

salary are commensurate with experience. Applications with curriculum vitae to: James E. Boone, MD, FRCP, Chairman, Department of Pediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road East, London, ON, N6C 2V5. Closing Date: June 30, 1991. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF WESTERN ONTARIO, Director of Pediatric Emergency: Children's Hospital of Western Ontario/Victoria Hospital.** The Department of Pediatrics, University of Western Ontario is seeking for a Director for an established Pediatric Emergency Department - 30,000 visits per year. This is a university contracted fulltime clinical appointment with service, teaching and research components. Canadian certification in Pediatrics with experience in and commitment to Emergency Medicine, Rank and salary commensurate with experience. Applications with curriculum vitae should be forwarded to: James E. Boone, MD, FRCP, Chairman, Department of Pediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road East, London, ON, N6C 2V5. Closing Date: June 30, 1991. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

#### PHARMACY

**THE UNIVERSITY OF ALBERTA, Faculty of Pharmacy & Pharmaceutical Sciences** announces the opening of a full-time tenure track faculty position in Clinical Pharmacy at The Asst. Prof./Associate Professor level. The successful applicant would be expected to teach clinical pharmacy, contribute to the senior year pharmacy clinical rotations and to develop a clinical research program. The University of Alberta is affiliated with a number of major teaching hospitals which offer excellent opportunities for clinical practice and clinical research. Candidates should possess a post baccalaureate Pharm. D. degree (or its equivalent) and should have had a residency, fellowship or comparable practice experience and be eligible for licensure in the Province of Alberta. The area of specialization is open. The current salary range for an Assistant Professor is \$33,144 to \$47,280 and for an Associate Professor the salary range is \$41,390 to \$59,534. Appointment level and salary are commensurate with qualifications and experience. Deadline for applications is July 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Interested applicants should send a letter of application, a curriculum vitae and the names and addresses of three referees to: Dr. R.E. Moskalyk, Faculty of Pharmacy & Pharmaceutical Sciences, 5118 Dentistry/Pharmacy Centre, University of Alberta, Edmonton, Alberta, T6G 2N8.

#### PHYSICS

**THE UNIVERSITY OF NEW BRUNSWICK, Department of Physics** seeks candidates for a one year term appointment commencing not later than

Concordia University, a dynamic institution located on two campuses in Montréal, is attended by approximately 23,000 undergraduate and 3,000 graduate students of all ages and diverse linguistic and cultural backgrounds. With support from a large academic and non-academic staff, the University offers innovative full- and part-time programmes through four Faculties: Arts and Science; Commerce and Administration; Engineering and Computer Science; and Fine Arts.

Concordia University is presently seeking a

## Vice-Rector, Services

to take office on or before 1 January 1992. The appointment is for a five-year term, renewable.

Reporting directly to the Rector and Vice-Chancellor, the Vice-Rector plays an important role in the senior management team, together with the Vice-Rector, Academic, the Vice-Rector, Institutional Relations and Finance and the Secretary-General. Immediate challenges include overseeing strategic space planning necessitated by a major expansion of facilities, including a \$60 million Library complex (scheduled for completion in 1992), and directing the development and installation of a Management Information System.

The Vice-Rector, Services is mandated, assisted by two Associate Vice-Rectors and thirteen senior managers, to provide highly efficient and cost-effective services to their community through the following divisions: Audio-Visual Services; Computing Services; University Libraries; Ancillary Services; Financial Aid; Health Services; Fitness, Recreation and Athletics; Guidance Services; MIS Planning; Physical Resources; Physical Environment; Office of the Dean of Students; Student Administrative Services; Environmental Health and Safety; Security; and Supply and Services.

A successful track record in managing a large and complex administration, strong leadership and interpersonal skills as well as fluency in English and French are essential requirements for the position. Experience in university administration, teaching and research would be an asset.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications or nominations, with biographical information, should be sent by 31 July 1991 to: Dr. Patrick Kenniff, Rector and Vice-Chancellor, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8



**Concordia**  
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD



University of  
Prince Edward Island

**PART-TIME LECTURER  
DEPARTMENT OF BIOLOGY**

The Biology Department invites applications for a part-time lecturer to teach second year invertebrate zoology during the autumn semester of 1991. The successful applicant will be required to teach 3 classes and 2 laboratory sections per week. This position is subject to budgetary approval. Inquiries may be directed to Professor Daryl Guligson, Chairperson, Department of Biology, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. Closing Date: June 30, 1991.



Established in 1910 in Calgary, Alberta, Mount Royal College is one of Canada's most progressive and comprehensive community colleges. We play an integral part in the city's educational, business and cultural life and serve a vital role in responding to evolving community needs. Dynamic growth has increased enrollments to 8,300 FTE's in university transfer and career programs, 22,000 registrants in continuing education courses and 4,500 registrants in the music and speech arts courses.

## Dean Faculty of Business Studies and Applied Arts

Reporting to the Vice-President, Academic, you will provide dynamic and entrepreneurial leadership in a Faculty comprised of four academic departments offering diploma and certificate programs, many of them via co-operative education, in the following areas: Business Administration, Broadcasting, Journalism, Public Relations, Interior Design and Secretarial Arts. The Faculty also offers university transferable courses, including the first two years toward a Bachelor of Commerce degree.

Your mandate will be to administer a Faculty with an operating budget of \$3.5 million, over 50 full-time and 45 part-time credit employees, and over 1,600 FTE students. You will also oversee specialized facilities such as television studios, a radio station and computer labs.

Your responsibilities include developing new and existing academic programs, developing and monitoring operating and capital budgets and maintaining a strong administrative team with the four department Chairs. You will also join a senior administrative team with six other academic Deans and participate in community relations and fundraising.

To succeed in this position, you hold a master's degree and preferably a Ph.D. Your proven track record in post-secondary administration and teaching and ability to develop and maintain strong relationships with the business sector will serve you well.

Please submit your letter of application and curriculum vitae to: The Department of Human Resources, Mount Royal College, 4825 Richard Road S.W., Calgary, Alberta T3E 6K6.

Closing date for applications is August 2, 1991.

**Calgary's Community College**



## CAUT BULLETIN ACPU

September 1, 1991. The principle duties of this position will be to graduate and under-graduate teaching. Appointment will be made at the Assistant Professor level, or higher depending on qualifications. Salary scales are under negotiation. The current floor for Assistant Professor is \$36,519. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. G.R. DeMille, Chair, Department of Physics, University of New Brunswick, P.O. Box 4403, Fredericton, N.B. E3B 5A3. The competition will remain open until the position is filled in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. The Department is particularly interested in encouraging applications from qualified female candidates.

### PLANT SCIENCE

**UNIVERSITY OF ALBERTA.** Faculty of Agriculture and Forestry, Department of Plant Science, Assistant Professor, Horticulture Science. Applications are invited for a full-time track faculty position in the field of horticulture. Responsibilities will include undergraduate and graduate teaching and research on one or more of herbaceous or woody ornamentals, fruit crops or roses. Research disciplines may include Forest, Plant growth regulator, adaptation to environmental stress, and genetic manipulation. The research will focus on adaptation

and production systems for economically important horticultural crops for the Canadian Prairies. Interaction with a rapidly expanding horticultural industry is encouraged. The incumbent will be expected to develop an active research grant and graduate student portfolio. Teaching responsibilities will include a total of 2 to 3 single-term undergraduate and graduate courses. The Department of Plant Science has state-of-the-art facilities for horticultural research, plant nutrition studies, cold storage of germplasm, tissue culture, cloning, and for plant and production research. This position will also benefit from close liaison with the Plant Molecular Biology and Biotechnology Group, where facilities for gene transfer and DNA sequencing are readily available. Excellent greenhouse and field facilities for this position are also available. In addition, research linkages with the Alberta Tree Nursery and Research Centre are in place for teaching and research throughout Alberta. Applicants must have a Ph.D. Postdoctoral and teaching experience is desirable. Duties to commence January 1, 1992 or earlier (negotiable). The current annual salary range (Assistant professor, 1990/91 schedule) is \$38,910 to \$53,374 plus benefits. Closing date for applications is August 1, 1991. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to Dr. G.R. DeMille, Chair, Department of Plant Science, Faculty of Agriculture and Forestry, University of Alberta, Edmonton, Alberta, Canada T6G 2G9. Tel: 443-3239; Fax: 404-924-2625. The University of Alberta is committed to the principle of

equity in employment. The University encourages applications from members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

### PSYCHIATRY

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Psychiatry - Psychiatric Outreach Program. The University of British Columbia and the Ministry of Health invite applications for the position of Research Associate to be engaged in Program Evaluation at the Department of Psychiatry, Psychiatric Outreach Program. Duties include: assisting the Director of the Program in designing and evaluating two major components of Psychiatric Outreach: assessment of services, and effectiveness of clinical treatment services aimed at upgrading knowledge and skills of mental health professionals in various remotal areas of the Province, developing a series of evaluation instruments and information systems for quality assurance; conducting a series of on-site interviews of health care agencies and community members; assess needs and resources in each site; analyzing data collected from evaluation instruments and interviews; providing report based on above research outlining changes to the overall direction and scope of the program. Applicants must hold a M.D. or M.Sc. in Health Services Planning and Administration. They must have a good understanding of the critical issues facing

the health care system in Canada, extensive practical experience in the health care system as well as experience in the delivery of community health services; expertise in evaluation research including needs assessment, outcome analysis, cost-benefit and cost-effectiveness analysis, multivariate critical appraisal methods, epidemiologic techniques, data collection and sampling methods, and statistical analysis including the handling of large data sets, proficiency in clinical program planning, and development and implementation of services; experience in developing research proposals for grant applications. Must be prepared to travel to remotal areas of Province. Salary commensurate with the requirements of position. This one year, renewable position is subject to final budgetary approval in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants. The position will be available August 1, 1991. Closing date is June 30, 1991 or until a suitable applicant is found. Applicants are invited to submit a curriculum vitae and names of three referees to: Dr. John Livesley, Director, Psychiatric Outreach Program, Department of Psychiatry, 2255 Westcombe Street, Vancouver, B.C. V6T 1Z8. Telephone enquiries to be addressed to Dr. J. Livesley, at (604) 822-7550.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Psychiatry, Academic Psychiatrist. The UBC Department of Psychiatry has a position available for an academic psychiatrist to work at the UBC Department of Psychiatry and the Regional Psychiatric Centre at

Matqu. The applicant must have a commitment to exemplary service, teaching and research in schizophrenia. The successful candidate will be the director of the 30-bed Schizophrenia Unit at the Regional Psychiatric Centre, and will be responsible for the development of the service, teaching programs for psychiatric residents, and the development of a major research program in schizophrenia. The Academic Psychiatrist will divide his/her time between the Regional Psychiatric Centre and the University of British Columbia, University Hospital - UBC Site, Department of Psychiatry. The position provides ample time for research. Eligibility for medical licensure in British Columbia is essential. Academic rank and remuneration will be commensurate with qualifications. The appointment is subject to final budgetary approval in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The grant tenure track position will be available August 1, 1991. Applications will be accepted until June 30, 1991 or until a suitable applicant is found. The University of British Columbia encourages women and minority applicants. Applications

JUNE/JULY 1991 - 13

### PSYCHOLOGY

**ACADIA UNIVERSITY.** Head, Department of Psychology. Acadia University is seeking a Head for the Department of Psychology. The Department, which currently has a complement of eleven, offers Bachelor's, Honours, and Master's degrees, and is a partner in the doctoral program in clinical psychology offered jointly by Dalhousie University, Saint Mary's University, Mount Saint Vincent University, and Acadia University. Candidates should have a solid record of published research, as well as administrative and teaching experience. While all applications will be considered carefully, preference will be given to psychologists having a clinical background. The successful applicant will assume the Head's duties on July 1, 1992. Rank and seniority are subject to negotiation. The competition closes in November 30, 1991. Applications



## THE HONG KONG UNIVERSITY OF SCIENCE & TECHNOLOGY

The Hong Kong University of Science and Technology was established in April 1969. Its mission is to extend educational opportunity, to contribute to the territory's economic and social well-being by promoting research, development, and entrepreneurship in the Asian-Pacific region.

The University will set up a number of research institutes and a technology transfer centre (the latter in the form of a limited corporation) to facilitate partnership among members of different departments as well as between departments and the University and industry and commerce. Major efforts will be directed towards biotechnology, advanced materials, information technology, micro-electronics, CAD/CAM, software engineering, scientific computation, environmental studies, transportation, finance, international business, entrepreneurship, corporate strategy, regional development, among others.

Students will be admitted from October 1991 at both undergraduate and postgraduate levels, including the doctorate. Enrolment is expected to grow to 7000 FTE within 5 years, and within 10 to 10,000 by 1999. Student staff ratio will begin at 7 to 1, leveling off to 11 to 1 in the steady state. In the meantime, the University continues to seek well qualified candidates for teaching and research positions.

### Faculty Recruitment

The University will open in October 1991 with 14 Departments/Divisions and a teaching faculty of about 90 members. Three more Departments will be added in 1992, when the faculty is expected to grow to well over 200. In the meantime, the University continues to seek well qualified candidates for teaching and research positions.

Applications and nominations are now invited for Professorships, Readerships, Senior Lectureships and Lectureships in the following Departments/Divisions:

### SCHOOL OF SCIENCE

Department of Biochemistry  
Department of Biology  
Department of Chemistry  
Department of Mathematics  
Department of Physics

### SCHOOL OF ENGINEERING

Department of Civil and Structural Engineering  
Department of Computer Science  
Department of Electrical & Electronic Engineering  
Department of Mechanical Engineering  
Department of Chemical Engineering (inaugurate in 1993)  
Department of Industrial and Manufacturing Engineering (inaugurate in 1993)

### SCHOOL OF BUSINESS AND MANAGEMENT

Department of Accounting  
Department of Business Information Systems  
Department of Economics  
Department of Finance  
Department of Management  
Department of Marketing and International Business

### SCHOOL OF HUMANITIES & SOCIAL SCIENCE

Division of Humanities  
Division of Social Science

### Qualifications and Experience

Applications should have high academic and/or professional qualifications together with satisfactory relevant experience in higher education

### Salary Ranges (currently under review)

Professor Minimum US\$78,600 per annum  
Reader approx. US\$58,200 - US\$77,300 per annum  
Senior Lecturer approx. US\$35,800 - US\$74,900 per annum  
Lecturer approx. US\$35,900 - US\$60,000 per annum  
(Exchange rate US\$1 = HK\$7.8)  
(Starting salary and rank will depend on qualifications and experience)

### Conditions of Service

Generous fringe benefits including medical and dental benefits, annual leave, and children's education allowances are provided. All packages and housing are also provided where applicable. Initial appointment will generally be on a three-year contract which is renewable subject to mutual agreement. A gratuity of an amount equal to 25% of the total basic salary drawn will be payable upon successful completion of contract. It is the intention of the University to introduce a retirement scheme and arrangements will be made for eligible staff to join the scheme if established. Approved sabbatical leave will be at full salary.

### Applications

Further particulars can be obtained from the Director of Personnel to whom applications/nominations should be sent with a curriculum vitae and the names of three referees should be sent at the following address: 12/F, World Shipping Centre, 7 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong (Fax: (852) 735 7806). The University will move to its permanent campus in Clear Water Bay, Tai Po Tsai, Kowloon, Hong Kong at the end of August 1991; applications/nominations sent after this date should be directed to the new address. The Search will continue until suitable appointments are made.



## University of Alberta Edmonton

# Dean Faculty of Education

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Education.

Founded in 1908, the University of Alberta is the second-largest university in Canada with full-time enrolment of over 25,000 students in undergraduate and graduate programs.

The Faculty of Education provides professional preparation for teachers and graduate study opportunities for those interested in more specialized advanced work in the field of education. Undergraduate programs are available in elementary, secondary and adult education, leading to a four-year B.Ed. degree or a two-year B.Ed. for holders of approved undergraduate degrees. The Faculty has approximately 146 full-time faculty members in six Departments: Educational Administration; Educational Foundations; Educational Psychology; Elementary Education; Secondary Education; and Adult, Career and Technology Education. Undergraduate enrolment is approximately 3600 students with approximately 870 graduate students.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative ability, well-developed leadership skills, and strong academic qualifications in a field of research that enhances the activities of the Faculty.

The appointment will take effect on July 1, 1992 or as soon as possible thereafter. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by September 30, 1991 to:

The Vice-President (Academic)  
Third Floor University Hall  
University of Alberta  
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.



## DEPARTMENT OF BIOLOGY QUEEN'S UNIVERSITY

Queen's University is actively seeking to increase the complement of women on faculty. In accordance with this initiative, the Department of Biology invites applications from Biologists who could be candidates for an N.S.E.R.C. Women's Faculty Award (WFA) or a Queen's National Scholar (ONS) award. For the WFA, preference will be given to candidates who have not held more than five years of experience following receipt of their Ph.D. The ONS award, however, is open to scholars of either gender in either early- or mid-career stages. For the successful candidate, the award, the intent is to provide a bridging appointment to a tenure-track position.

**Qualifications:** For either award, the main criteria for endorsement will be academic excellence and the strong recommendation of the Biology Department. Qualifications include a Ph.D. degree and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous research program and should be an enthusiastic and competent teacher.

**Expected Date of Appointment:** July 1, 1992 (or as negotiated).

**Application Deadline:** August 15, 1991.

Applications (which should include a curriculum vitae and statement of current and prospective research interests) plus three letters of reference should be sent to: Dr. David T. Dennis, Head, Department of Biology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

(In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek employment.)



## Memorial University of Newfoundland

### Head of the Department of English Language and Literature

Applications and nominations are invited for the position of Head of the Department of English Language and Literature at the Memorial University of Newfoundland. The appointment will be made at the Associate of Full Professor level from 1 September 1991, or from a later date to be agreed between the University and the successful candidate. Salary will be commensurate with qualifications and experience.

The Department of English, the largest in the Faculty of Arts, has just under 70 regular members. It has a comprehensive undergraduate curriculum with Honours, Major and Minor programmes in literature, and special areas of concentration in drama and language. The graduate programme offers a wide range of studies for the M.A., M.Phil., and Ph.D. degrees, including opportunities in interdisciplinary studies. The Department is the home of an English Language Resource Centre, and of two journals, *Newfoundland Studies* (1985-) and *Regional Language Studies* (1968-).

Candidates should be established scholars with leadership and administrative abilities. They should send a curriculum vitae with the names of at least three referees to:

Dr. G.R. Skeneas  
Chair, English Department Search Committee  
c/o Office of the Dean  
School of General and Continuing Studies  
Memorial University of Newfoundland  
St. John's, NF, Canada A1C 5S7

The closing date for receipt is July 15, 1991.

In accordance with Canadian Immigration requirements, consideration will be given in the first instance to citizens and permanent residents of Canada.



should submit a complete professional resume and arrange to have three letters of reference sent to Dr. T.L. Pearson, Dean of Pure and Applied Science, Acadia University, Wolfville, NS B0P 1X0. In accordance with Employment and Immigration Canada regulations this position is offered in the first instance to Canadian citizens and landed immigrants. Acadia University is an equal opportunity employer. Kindly refer to Position #21103. ST. FRANCIS XAVIER UNIVERSITY. Applications are invited for a one-year limited term appointment at St. Francis Xavier University beginning September, 1991. Applicants with Ph.D. or near Ph.D. are encouraged to apply. The successful applicant

will be expected to teach undergraduate courses in a combination from cognition, perception, learning, introductory, personality and abnormal. Salary and rank will be commensurate with experience. Closing date will be June 30, 1991. This position is subject to final budgetary approval. Applicants should be sent to Dr. R.W. Johnson, Chair, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. ST. FRANCIS XAVIER UNIVERSITY. Applicants are invited for a tenure track

position at St. Francis Xavier University beginning September 1, 1991, in the area of human experimental psychology. Applicants must have a completed Ph.D. and an active research program. Laboratory space and some limited equipment are available for the successful applicant. Salary and rank will be commensurate with experience. Applications from qualified men and women are invited. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval. Closing date is June 30, 1991. Applicants should be sent to Dr. R.W. Johnson, Chair, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Psychology at the University of British Columbia invites applications for a 1 or 2 year term limited academic appointment in Clinical Psychology beginning July 1, 1991. Responsibilities include undergraduate instruction in either Behavioural Disorders or Clinical Psychology and supervision of graduate students in clinical psychology. The programme is fully CPA/APA accredited and the Department anticipates at least 12 tenure track appointments in Clinical Psychology during the period. Applications, including a statement of interests, curriculum vitae and references should be sent to Kenneth O. Craig, Director, Graduate Programme in Clinical Psychology, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC V6T 1Z4. UBC encourages qualified women

and minority applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada.

## RECREATION & LEISURE STUDIES

UNIVERSITY OF WATERLOO. Department of Recreation and Leisure Studies. Applications are being invited for a tenure track faculty position of the Assistant to the Associate Professor rank. Qualifications include a Ph.D. in Recreation and Leisure Studies or a related field with a specialization in one or more of management or marketing of leisure services, leisure behavior, or tourism. Applicants also should have demonstrated achievement in research. Duties include research, teaching at all levels, and contributing to the development of a Ph.D. program. Salary commensurate with qualifications and experience. 1990/91 minimum salary for Assistant Professor is \$36,389, for Associate Professor \$47,305. Send a curriculum vitae and three letters of reference directly from the referees to: Dr. R.C. Mannell, Leisure Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. This appointment is subject to availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment is July 1, 1992. Closing date for receipt of applications is October 1, 1991. The University of Waterloo encourages applications from qualified women and

men, members of visible minorities, native peoples, and persons with disabilities.

## RURAL ECONOMY

UNIVERSITY OF ALBERTA. Applications are invited for a Forest Economist (tenure track) position. Applicants should have interest in and knowledge of forest industries and possess a strong economics and quantitative methods background. Duties include research and teaching. Interests in forestry land resource utilization, policy, marketing, and trade issues are desirable. Candidates should possess a Ph.D. degree or equivalent. Preference will be for applicants at the Assistant Professor level, but more senior applications are invited. Current salary ranges: Assistant Professor, \$36,910 - \$53,374; Associate Professor, \$45,694 - \$57,058. Please send curriculum vitae and names of three referees by July 15, 1991 to: Dr. W.E. Phipps, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## SOCIAL WORK

WILFRID LAURIER UNIVERSITY. Applications are invited for a tenure track position of Associate Professor or professor level. The successful applicant will be expected to teach primarily in the doctoral program. Candidates should have a completed doctorate and a national or international reputation in clinical research and publication. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to: Dr. Shantler A. Velaz, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Applications will be accepted until the position is filled. The University welcomes applications from

## CAUT BULLETIN ACPU

qualified women and men. Wilfrid Laurier University provides a smoke-free work environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

## SPANISH

SIMON FRASER UNIVERSITY. The Department of Spanish and Latin American Studies announces a Tenure Track position in Spanish at the Assistant Professor level starting September 1, 1991. The Department is seeking a candidate with a specialization in Medieval Spanish literature. The candidate must also have the ability to teach introductory courses in Spanish literature and linguistics. The Department offers B.A. degrees in Spanish and in Latin American Studies, and is planning an interdisciplinary M.A. degree in Latin American Studies. Current areas of interest in Spanish are Spanish and Latin American contemporary fiction, poetry and drama, textual analysis, didacticism, teaching Spanish as a second language. The Department offers the opportunity to participate in a multidisciplinary Field School in Latin America. Applicants must hold a Ph.D., and have a strong commitment to teaching and research. Teaching experience and publications are desirable, as well as some research interest in Latin America. Application deadline: July 1, 1991. Salary: Commensurate to qualifications and experience. Assistant Professor: \$36,910 - \$52,951. Please address inquiries and applications including cv, and have three letters of recommendation addressed to: Jorge Garcia, Chair, Department of Spanish and Latin American Studies, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6. FAX: (604) 291-5950. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to those individuals entitled to work in Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment



## University of Alberta Edmonton

## Faculty Positions in Particle Physics

The Department of Physics invites applications for two faculty positions in Experimental Elementary Particle Physics. Over the next few years we plan to build up a strong group in this area and are looking for outstanding individuals with proven ability and a demonstrated potential for excellence in teaching and research.

We specifically seek candidates now for tenure-track positions at the Assistant Professor level. Appointment of exceptional candidates at a more senior level will be considered.

The Assistant Professor salary range is from \$36,910 to \$53,374 per annum (under review), depending upon experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Send curriculum vitae and the names of three (3) referees, by September 1, 1991 to:

Chairman, Search Committee  
Department of Physics  
University of Alberta  
Edmonton, Alberta T6G 2J1

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.



## Shastri

## INDO-CANADIAN INSTITUTE

### 1992-93 Fellowship Competition

The Shastri Institute provides Fellowships to Canadian Faculty and Students for study in India during 1992-93. These Fellowships with varying values are paid in Rupees for a period ranging from 4 to 12 months. The following are the categories: Faculty Research, Language Training, and Training Grants; Student Ph.D., MA, and Language Training; Junior and Senior Performing Arts and; Post-Doctoral Research.

The Postmark Deadline for receiving applications is OCTOBER 1st.

For more Information/application forms contact:

The Awards Office at your University or

Shastri Indo-Canadian Institute  
2500 University Drive N.W.  
Calgary, Alberta  
T2N 1N4

Phone: (403) 220-7457



## THE UNIVERSITY OF WATERLOO DEPARTMENT OF PHYSICS INVITES APPLICATIONS FOR

### NSERC WOMEN'S FACULTY AWARDS 1992

The Department of Physics of the University of Waterloo is searching for potential candidates to nominate for the new NSERC Women's Faculty Awards which are intended to expand academic career opportunities for women in the natural sciences and engineering.

The Department of Physics of the University of Waterloo is situated on an attractive campus an hour's drive from Toronto. We are a friendly department of about 38 professors. We operate a joint physics graduate program with the University of Guelph, known as (GWPP). It is the Guelph-Waterloo Program for Graduate Work in Physics. (GWPP) was formed in 1981 by the amalgamation of the graduate programs in physics at the neighbouring Universities of Guelph and Waterloo, and has grown to include about 70 faculty and 80 graduate students. Research at GWPP is funded by over two million dollars in grants and contracts each year. Research areas at Waterloo include Astrophysics and Cosmology, Atomic Physics, Audio and Electro-Acoustics, Biophysics, Fluids, Geophysics, Insulators, Low-Dimensional Crystals, Metals and Alloys, Molecular Physics, Optics and Spectroscopy, Particle Physics and Relativity, Semiconductors, Solar Energy and Electrotechnical Energy Conversion, Statistical Physics, Superconductivity, Surface Physics, and Theory of Solids.

The successful candidate will receive a tenure track appointment in the Department of Physics of the University of Waterloo at the rank of Assistant Professor with the possibility of accelerated consideration for tenure and be given a reduced teaching load (approximately half that of a regular faculty member) to allow her more time to establish her research program. The target appointment date is July 1, 1992, but this is flexible. The starting annual salary will depend upon experience and is subject to negotiation, but it will not be less than \$44,000.

Applicants must be Canadian citizens or Permanent Residents, and would normally have obtained their Ph.D. in the last 5 years. The Department of Physics invites candidates with a strong record of research accomplishment to apply for this award by submitting a Curriculum Vitae, a statement of research interests, and arranging for three letters of reference to be sent, by August 1, 1991 to:

DR. I.R. DAGG, CHAIR  
DEPARTMENT OF PHYSICS  
UNIVERSITY OF WATERLOO  
WATERLOO, ONTARIO, CANADA N2L 3G1  
TEL: (519) 885-1211, EXT. 2214,  
FAX: (519) 746-8115

## UNIVERSITY OF GUELPH

COLLEGE OF BIOLOGICAL SCIENCE

### DEPARTMENT OF BOTANY CHAIR

The University of Guelph is seeking a Chair for the Department of Botany. Candidates should have an outstanding record of research achievement and interest in promoting high standards in teaching at the undergraduate and graduate levels. The Department, with 15 full-time faculty members, has research strengths in the areas of Physiology and Plant Molecular Biology, Ecology, and Plant Structure and Development. Faculty members also participate in the activities of a Plant Biology Program involving the Departments of Horticultural Science, Crop Science, and Environmental Biology. The Department is funded by over two million dollars in grants and contracts each year. Research areas at Guelph include Ecology. Currently, 28 students are enrolled in graduate programs leading to M.Sc. and Ph.D. degrees.

The University, with a student population of 13,700 undergraduate and 1,400 graduate students, is located in the city of Guelph approximately 80 km west of Toronto. The College of Biological Science, with 3,000 undergraduate majors and approximately 200 graduate students, is one of 7 Colleges in the University and has a faculty complement of 90 members. Research funding for the present year exceeds \$7.5 million.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

Interested candidates should submit a curriculum vitae, list of publications, and the names of three referees. Review of applications will begin on June 30, 1991.

Dr. Bruce H. Sells, Dean  
College of Biological Science  
University of Guelph  
Guelph, Ontario, Canada N1G 2W1



## Faculty of Education

## University of Toronto

Applications are invited for a limited term appointment as Co-director or Associate Director of an international Institute for Global Education.

Duties will include: teaching preservice teacher candidates and practising teachers; curriculum development in the areas of global education, environmental education, human rights education, and related fields; and conducting research projects in these areas.

Preferred candidates will have a master's degree and relevant teaching, curriculum development and implementation, research and teacher education experience in Global Education.

Rank and salary for the position will be commensurate with qualifications and experience.

The appointment will commence July 1, 1992 and will be for a five-year term.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by July 30, 1991 to Professor M. G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, Ontario M5S 2E7.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



The programme of Women's Faculty Awards is intended to expand career opportunities in an academic setting for a select number of very promising women researchers in the natural sciences and engineering. Preference will be given to nominees who have not had more than five years of experience following receipt of the Ph.D., but consideration will be given to absences from science for family-related reasons.

Therefore we invite applications from qualified Canadian women botanists with a proven record in any area of botanical research. The successful candidate will have the endorsement of the Botany Department and the University of British Columbia, and then enter a competition run by NSERC. The appointment would be salaried at the assistant professor level, starting in 1992. A tenure track position could be made available to a suitable applicant.

Applicants should submit their curriculum vitae, a brief statement of research interests, and ask three people to send letters of reference directly to



**Dr. David H. Turpin, Head**  
Botany Department  
University of British Columbia  
3529-6270 University Boulevard  
Vancouver, B.C. V6T 1Z4

Closing date for the receipt of all this material is August 3, 1991.

**CLASSIFIED & DISPLAY ADVERTISING**  
**1991/92 CLOSING DATES**  
**ANNONCES CLASSÉES - GRANDES ANNONCES**  
**DATES LIMITE POUR 1991/92**

CLASSIFIED ANNONCES CLASSEES	DISPLAY GRANDES ANNONCES
12 p.m./12 h	12 p.m./12 h
August 8	August 15
8 août	15 août
September 9	September 16
9 septembre	16 septembre
October 8	October 15
8 octobre	15 octobre
November 8	November 15
8 novembre	15 novembre
12 p.m./12h	12 p.m./12 h
December 2	December 6
2 décembre	6 décembre
January 8	January 15
8 janvier	15 janvier
February 7	February 14
7 février	14 février
March 9	March 16
9 mars	16 mars
April 8	April 15
8 avril	15 avril
May 8	May 15
8 mai	15 mai

**THE TORONTO HOSPITAL**, Surgeon-in-Chief, The Toronto Hospital is seeking applications from individuals interested in the clinical and academic programmes of the General Division and The Western Division. The successful candidate will be supported through the University of Toronto by James Wallace, M.D., FRCPC, Director of the hospital. The Surgeon-in-Chief will organize and lead strong clinical and academic departments and supervise his or her surgeons. These programmes are supported by over 600 beds, physio-clinics, ambulatory clinics, and research laboratories. The successful candidate must have a minimum of five years' experience in general surgery, and Nursing and Administrative colleagues managing the surgical programmes. The successful candidate must also be a Professor at the University of Toronto. We must have a proven track record of academic achievement and excellent leadership skills. Date of appointment open: Closing date for receipt of applications: September 1st, 1987. Canadian immigration requirements, if advertisement is directed to Canadian citizens, must be met. Interested candidates should apply to Chairman, Selection Committee, with resumes, of: Surgeon-in-Chief, The Toronto Hospital, 585 University Avenue, Toronto, Ontario.

**EMMANUEL COLLEGE.** Applications are invited for a tenure track appointment of Public Worship at Emmanuel College, theological college of The United Church of Canada, and a member of The Toronto School of Theology. Detailed position description is available upon request. Rank and salary commensurate with qualifications. Vacancy July 1, 1992 in accordance with Canadian immigration requirements. This advertisement is open to Canadian citizens and permanent residents. Application deadline: September 3, 1991. Detailed curriculum vitae and names of three referees should be sent by September 30, 1991 to the Chairman of the Appointments Committee, Emmanuel College, 1400 St. Patrick Street, Toronto, Ontario M5S 1K7.

**IMON FRASER UNIVERSITY.** Tourism Management, School of Resource and Environmental Management, is seeking applications for a tenure-track position. The appointment beginning 1 September 1993 will be for a full-time position. Applications: The appointee will develop an area of specialization in tourism planning, teaching and research and conduct personal research in a dynamic interdisciplinary school. A Ph.D. in planning or a related field is required. Emphasis on parks and recreation planning are desired. This advertisement is for a position in the Department of Recreation Management in Canada at the time of application. The position is not a tenure-track position and they are not eligible for appointment until a Canadian search is completed. Salary: The salary will be commensurate with a mid-level academic position and offers excellent opportunities to qualified applicants. Applicants should send a curriculum vitae, a list of references and relevant printouts immediately received to the following address: Dr. Thomas E. Gunton, Director, School of Resource and Environmental Management, IMON Fraser University, 2250 University Avenue, Burnaby, C.B. V5A 1S6. The closing date is 15 July 1993 or first.

**SABBATICAL IN EUROPE?** Canadian sabbaticant in France selling 198 Volkswagen Westphalia Camper Van in excellent condition, pop-up top, sleep 4, fully-equipped, available July 1/91, drop off point negotiable. Contact Dr. N. Kingsbury, LE3T 35 avenue Jules Ferry 13626 Aix en Provence, Cedex, France. Tel: 011-33-42 26 84-27; fax 011-33-42 26 79-37.

**SABBATICAL IN ENGLAND**  
Comfortable family house in traffic-free  
neighbourhood three miles from University

IL: London; From 1 September: \$50  
 Pounds p.c.m. Tel: Webber, 604 595 0104.  
**VISITING TORONTO:** Bed and  
 breakfast, 1000-1200, 1200-1400, 1400-  
 from \$45 00 daily; for longer stays:  
 furnished apt. for 1-4 people, weekly  
 from \$100. Tel: Stratigopoulos, tel: (416)  
 335-4040.  
**LONDON, ENGLAND: Two bedroom**  
 house for rent, near the heart of the  
 of North London. Excellent public transit  
 links to city centre. Fully furnished with gas  
 and electric. Close to shopping and  
 shopping; Suitable for academic on sabbat-  
 ical. Available for one year beginning  
 September 1987. Tel: (01) 425 1111.  
**LONDON, ONTARIO, UWO - Single**  
 room in large house, on edge of campus,  
 close to shopping, public transit, and  
 parking spaces available. Sublet June, July,  
 and August. \$250 per month plus utilities;  
 Tel: (416) 921-1550.  
**FDR RENT - 2 Year Lease**  
**Ltd.-Ottawa:** 15 Aug 91 - 15 Aug 93, lg.  
 furnished apt. for 1-2 persons, 1000 sq.  
 yard w/yard patio. Lovely reg. are free.  
 Carleton/Ottawa univ. Rent: \$1500  
 monthly plus utilities, call (613) 521-1758.  
**OTTAWA HOUSE SHARING:** Available  
 August, attractive 3 br. all amenities, gar-  
 age, close to shopping, public transit, and  
 parking spaces. Tel: (613) 521-1758.

## Notice

**CALL FDR PAPERS:** Papers are invited for a conference on the Unity of Knowledge, sponsored by University College, University of Toronto, and Capri Institute for International Social Philosophy, taking place in Capri, Italy, 9-14 June 1992. For information or to submit papers, Peter Morgan, University College,

**CALL FOR PAPER:** For a Commemorative Journal on Shakespeare's A Midsummer Night's Dream. Publication year, 1993, the 400th anniversary of the play. Deadline for information, 29 November 1991. Write the Editor, Dr. A.O. Francis, School of Dramatic Art, University of Windsor, Windsor, Ontario N9B 3P4. Publisher of the Journal will be Studio High Techniques, Oakville, Ontario.

**NEW PUBLICATION:** Higher Education Group Annual, The Higher Education Group (H.E.G.) of the Ontario Institute for Studies in Education has created a new journal. The Higher Education Group Annual is a scholarly publication featuring research papers and essays written by the Group's students and faculty. The 1990 edition includes seven papers, an annual report on the Group's work, a bibliography of H.E.G. dissertations, and 170 abstracts of recent doctoral dissertations, and a bibliography of recent HEG faculty publications. The 184 page publication sells for \$12 plus postage and handling (\$3.50 for Canada and U.S., \$8 for other countries). The price will be \$9 for individuals who are H.E.G. members. Send your order to: Higher Education Group, Ontario Institute for Studies in Education, 256 Bloor St. West, Toronto, Ontario, M5S 1V6. All orders must include a cheque or money order payable in Canadian funds to:

**SIN CONFERENCE ON SOCIAL WELFARE POLICY:** "Continuities and Discontinuities in Social Policy", August 25-28, 1991. A multidisciplinary program for academics, professionals and practitioners. Keynote address: "The New Political Economy", Caroline Andrew.

near close parks. Ottawa river and University minutes. Own car. No pets, with or without meals; reasonable, academic/professionals preferred, refs. req. Call: 1-800-361-1111, ext. 1111, or write: June 19 - July 23 in English or French: HOUSE, Italian Embassy, Cultural Centre, 151 Slater St., Ottawa, Canada K1P 5S5.

**TORONTO HOME FDR RENT:** 3 beds, 2 baths, 1200 sq. ft. Walk to subway in Bloor West Village area. Call: 416-593-1111, ext. 1111, or write: June 19 - Sep 1 (416) 593-1111.

**FURNISHED QUALITY HOME IN Ottawa** overlooking Ottawa River, NCC property and bicycle path; 3 bedrooms, den, kitchen, living room, fireplace, 2nd floor laundry room, single garage, quiet garden. Available during the summer for rent. Call: 1-800-361-1111, ext. 1111, or write: Roger Broughn (H) (613) 828-5971, (off) (613) 737-6155.

**1-800-361-1111 FOR RENT:** 1 Sept. 1 Aug. 92 (Flexible): Subbatical, Mt. Pleasant, near Canal; 10 min. bike to University, 15 min. bike to Carleton; 3 BR, 2 BA, 1200 sq. ft. home, L.S. or C.S. in basement, fireplace, garage. Due to allergies, no smoking or pets. Rent negotiable. Call: 1-800-361-1111, ext. 1111, or write: June 19 - Sep 1 (416) 593-1111.

board

Plenaries: 'Contributions and Discontinuities in Social Policy', Leo Penitch and Philip Resnick, Yves Varilancourt; 'New Faces of Poverty', Madeleine Glanchet, Micheline Labelle and Frédéric Lesemann. Referred papers, numerous presentations under eight categories: political economy; labour market policy; poverty and the context of

social policy; native affairs; women and social policy; youth and social policy; seniors; health issues. Workshops planned on poverty, woman abuse; native affairs, social assistance; advocacy groups. Program and registration form available from the 5th Conference Office, Bishop's University, Lennoxville, Quebec, J1M 1Z7. Tel: (819) 822-9600, ext. 450 or 460; Fax: (819) 822-9661.

**ATION AND HUMAN RESOURCE**  
manuscripts for an upcoming volume  
(Volume 4), *Women and Technology*. This  
series brings together research, critical  
analysis, and commentary on  
technological innovations and how  
they affect people in the workplace.  
Manuscripts must be written in  
English and submitted to the Research  
and Management Women and Technology  
editors. Please note that the editorial  
board will include papers that are international,  
macro or micro. Submit 5 copies of your  
manuscript before October 31, 1991, to:  
Dr. Susan M. Freeman, Editor,  
Management, University of Lethbridge,  
4401 University Dr., Lethbridge, Alberta  
Canada T1K 3M4; for further information  
contact Dr. Freeman at (403) 329-3238;  
329-3238; fax (403) 329-5611; EATTICE2@  
LETH.CA; or on the Internet.

**FRANCAIS LANGUE MATERNELLE** Les  
chercheurs de l'Alliance canadienne des  
responsables et enseignantes et  
des enseignants et enseignants ont  
répertorié des œuvres sur l'enseignement  
du français langue maternelle. Nous  
disons qu'ils ignorent tous les produits,

suels, de la recherche, des études ou des activités dans ce domaine au Canada. Pour y faire inscrire vos travaux, vous n'avez qu'à écrire à l'adresse indiquée ci-dessous. Nous vous ferons parvenir les documents nécessaires. Benoit Cazabon, président de l'ACFREC, Faculté d'éducation, Université d'Ottawa, 145, rue Jean-Jacques Lussier, Ottawa (Ontario) K1N 6N5.

**CALL FOR PAPERS:** The Canadian Journal of Education is planning a special issue on feminist pedagogy to be published in 1993. Contributions are invited.

from persons working in the foundational disciplines including sociology, psychology, philosophy and history or in interdisciplinary fields such as curriculum studies, women's studies, policy studies, and administrative studies. We are especially interested in articles that move beyond the experiential to theorize feminist pedagogy and to situate it occasionally in relation to other pedagogical approaches.

critical pedagogy, progressive education, popular education, and feminist theory. Contact: Linda Briskin (York) / Rebecca Coulter (Western). Guest Editors of Special Issue on Feminist Pedagogy, c/o Canadian Journal of Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z6.

**JOURNAL PAPERS:** The Centre for Nuclear Science Techniques of the University of Nairobi, Kenya, invites all scientists in the Central and Eastern Africa region to submit their research papers for publication in the newly formed Journal of Biochemical and Biophysical Sciences. The Journal of Biochemical and Biophysical Sciences is aimed at rapid processing and publication of papers dealing with biology, chemistry, physics, applied sciences and related fields. The Journal is required reading for all scientists in the region. Submitted papers must be original and must not have been published elsewhere. Review papers are also acceptable. For further information and rules regarding the write-up of manuscripts, contact: Dr. J. M. Mwangi, Centre for Nuclear Science Techniques, P.O. Box 1707, Meadowbrook Road, Gloucester, Nairobi, Kenya. Tel: (011) 613 741-2093.

**ISSUE  
NUMERO  
(1991)**  
September  
septembre  
October  
octobre  
November  
novembre  
December  
décembre  
**(1992)**  
January  
janvier  
February  
février  
March  
mars  
April  
avril  
May  
mai  
June  
juin

The Contemporary Dance Department, Faculty of Fine Arts, Concordia University, (pending budgetary approval) invites applications for a *full-time tenure appointment at the Assistant Professor rank*, commencing September 1, 1991.

Applicants should have sound knowledge and experience in at least two of the following areas: Choreography, Creative Process in Dance and Technical Training for Contemporary Dance. Additional experience in Aspects of Production for Dance, Dance History would be considered an asset. Applicants should have a Master's Degree or equivalent, three to five years teaching experience at the professional level. The candidate is expected to share in the organization and administration of the Department and to maintain his/her artistic research during the period of appointment. Bilingualism is required.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Send complete curriculum vitae, documentation of work, statement of teaching philosophy, three reference letters, by June 30th, 1991, to: Silvy Panet-Raymond, Chair, Contemporary Dance Department, Faculty of Fine Arts, Concordia University, 7141 Sherbrooke St. W. Montréal, QC H4B1R6

**Deborah L. Tamlyn, PhD**  
Director  
School of Nursing  
Dalhousie University  
Halifax, Nova Scotia  
B3H 3J5



Concordia  
UNIVERSITY

UNIVERSITY  
of GUELPH

Applications are invited for  
**DEPARTMENT CHAIR**

The Department of Music offers a varied curriculum in music in the context of the university's B.A. Program. Four full-time faculty members, four staff members, and sessional and adjunct instructors maintain an academic program grounded in the history and theory of music, as well as activities in performance and composition. Academic courses are supplemented with courses in applied music, and the department operates five university ensembles and a concert series in a community known for its support of music and the arts.

The successful candidate for the chair will hold the Ph.D. or D.M.A. in music and have a strong academic record in teaching and scholarship. Ideally the candidate will have both performance experience and commitment to the study of music in the liberal arts context, and will be able to provide strong leadership for the department.

The academic appointment will be at the level of Associate Professor or Professor and will carry tenure. Salary will be commensurate with qualifications and experience. The appointment will be effective July 1, 1992. Applications or nominations should be submitted by October 31, 1991 to:

Dr. D.R. Murray, Dean  
College of Arts  
University of Guelph  
Guelph, Ontario  
N1G 2W1

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.



# FINLAY TRAVEL

**FINLAY TRAVEL LIMITED**  
 415, Box 415, 8 First Canadian Place  
 Toronto, Ontario M5X 1E3  
 Telephone (416) 366-9771 Telex 06 0591

## LAST CALL - LAST CALL — EUROPE - SUMMER 1991!!

June already — summer traffic picking up — clearly a lot of factors governing the decisions you have to make — to go or not. Whatever, we must say that there's been a lot of last minute bookings — so either things are improving or we all just have to get away.... Perhaps a little of both....

Atlantic definitely picking up so Europe is still a great drawing card. Seat sale prices are being extended. "Specials" do exist so keep calling us. Fares are changing constantly particularly for short duration trips. This issue dwells mostly on Europe — but our Pacific, North, South and Circle still keep us busy, and we welcome your calls and FAX messages.

We are always sorry to say farewell for the summer — we have enjoyed talking to so many of you in all parts of Canada — and those who call from Europe for information and reservations make our association with you really meaningful and give our consultants a high level of job satisfaction. Thank you. This, our last communication until September, comes with our best wishes for a great summer whatever your plans.

Good luck and *Bon Voyage* to those members who will soon be on their way.

G. Finlay, President.

### FROM TORONTO

#### LONDON, GLASGOW & MANCHESTER

Return dates	June 14 to Jul 11	Jul 12 to Sep 09	Sep 10 to Sep 30	Oct 01 to Nov 03
Departure dates				
May 22 to Jun 23	608	712	627	579
Jun 24 to Aug 15	703	807	712	674
Aug 16 to Sep 12	—	722	627	589
Sep 13 to Oct 27	—	—	579	541

Toronto - London/Glasgow/Manchester: daily departures

E.&O.E. 05/91

#### AMSTERDAM

Departure dates	Adults	Child (2-11)	Senior Citizens (over 60 years)
Jun 18 to Jun 28	636	475	560
Jul 02 to Jul 12	665	522	598
Jul 16 to Aug 14	722	522	665
Aug 16 to Aug 30	665	522	598
Sep 03 to Sep 13	627	475	560
Sep 17 to Oct 25	589	475	541

Toronto - Amsterdam, Tuesday/Wednesday/Friday departures

E.&O.E. 05/91

#### PARIS

Return dates	June 11 to Jul 15	Jul 16 to Sep 02	Sep 03 to Sep 30	Oct 01 to Nov 04
Departure dates				
May 20 to Jun 17	674	769	674	655
Jun 18 to Aug 12	788	883	788	674
Aug 13 to Sep 09	—	769	674	655
Sep 10 to Oct 28	—	—	655	636

Toronto - Paris daily departures

E.&O.E. 05/91

#### COPENHAGEN

Return dates	Jun 19 to Sep 17	Sep 18 to Oct 01	Oct 02 to Oct 08	Oct 09 to Oct 15	Oct 16 to Oct 22	Oct 23 to Oct 29	Oct 30 to Nov 13
Departure dates							
June 23 to Sep 11	788	741	665	665	665	665	665
Sep 12 to Oct 02	—	741	741	741	741	741	665
Oct 03 to Nov 07	—	—	—	665	665	665	665

Toronto - Copenhagen: Thursday/Sunday departures

E.&O.E. 05/91

**\*\*Reminder... Ask us about Renault Leasing long stay rates.**

### FROM MONTREAL

#### DAILY DIRECT SCHEDULED FLIGHTS TO LONDON

Return dates	June 14 to Jul 11	Jul 12 to Sep 09	Sep 10 to Sep 30	Oct 01 to Nov 14	Child (2-15)
Departure dates					
Jun 24 to Aug 15	702	807	712	674	569
Aug 16 to Sep 12	—	721	626	588	569
Sep 13 to Oct 27	—	—	579	541	569

#### GLOBETROTTER

#### One-Way Fares World Destinations

From: HALIFAX/MONTREAL/OTTAWA	
To: Amsterdam	From: ..... \$468.00 to \$669.00
From: TORONTO	
To: London/Manchester/Glasgow	From: ..... \$399.00 to \$470.00
Edinburgh/Belfast/ Dublin/Shannon	From: ..... \$399.00 to \$470.00
To: Amsterdam	From: ..... \$499.00 to \$689.00
To: Paris	From: ..... \$468.00 to \$499.00
To: Brisbane/Sydney/Melbourne/ via Hong Kong	From: ..... \$1280.00 to \$1380.00
To: Auckland via Hong Kong	From: ..... \$1350.00 to \$1450.00
To: Hong Kong/Taipei	From: ..... \$894.00
To: Bangkok	From: ..... \$953.00 to \$1088.00
To: Jakarta	From: ..... \$1043.00 to \$1178.00
To: Singapore	From: ..... \$971.00 to \$1097.00
From: CALGARY	
To: Amsterdam	From: ..... \$689.00 to \$889.00
From: VANCOUVER	
To: Amsterdam	From: ..... \$699.00 to \$899.00

Ask about our attractive fares from all other Canadian points.  
 \*BOOKING CONDITIONS & RESTRICTIONS APPLY - ALL FARES AND CONDITIONS - SUBJECT TO CHANGE AND MAY BE WITHDRAWN ANYTIME.  
 Not included: Canadian Transportation Tax \$40.00.

CALL: (416) 366-9771 FAX: (416) 366-1005 E. & O. E. 05/91



#### LONG DURATION EUROPEAN

Flights and fares are available to  
 London, Amsterdam, Paris, Frankfurt and Zurich from various points across Canada.

CALL: (416) 366-9771 • FAX: (416) 366-1005

Wide Seats  
Available!

Summer 1991 • Direct Charter Flights  
 • From Montreal & Quebec City

NO WEEKEND  
SURCHARGES

#### DIRECT FLIGHTS TO PARIS-LYON

• Complimentary in-flight movies and entertainment • Complimentary Bar Service  
 • Complimentary full course meals with wine and liqueurs •

Return dates	May 28 to Jul 15	Jul 16 to Aug 11	Aug 12 to Aug 25	Aug 26 to Sep 08	Sep 09 to Oct 06	Oct 07 to Oct 30
Departure dates						
Jun 21 to Jul 07	645	674	759	692	759	664
Jul 08 to Aug 04	—	617	702	635	702	607
Aug 05 to Aug 22	—	—	664	597	664	569
Aug 23 to Sep 08	—	—	—	664	731	636
Sep 09 to Sep 30	—	—	—	—	569	550
Oct 01 to Nov 30	—	—	—	—	—	521

Daily departures from Montreal to Paris, departures to Lyon add \$30 each way. No supplement for Quebec City.  
 Airport departure tax Canada/France \$40 per person. Wide seats available on the Saturday flight to Paris with a return on Sunday. Add \$50 each way.  
 Fare for a child (age 2 to 15) travelling with an adult, deduct \$50 from the applicable adult fare.

E. & O. E. 05/91

### ...CONVENIENT HOTELS...

#### LONDON - Downtown

Price per person, per night on Cdn \$ based on double occupancy	Price per person supplement	Reduction for 3rd
April 01 to October 31, 1991		
TANSTOCK ***CP	45 34	5
ROYAL NATIONAL ***CP	55 35	8
IMPERIAL HOTEL ***CP	75 34	11
BEFORD HOTEL ***CP	70 34	11
NOVOTEL LONDON ***CP	82 72	7
BURNS HOTEL ***CP	65 34	N/A
MOUNT ROYAL HOTEL ***CP	98 45	4
CROSVICK VICTORIA ***CP	110 56	4
REGENT CREST ***CP	129 71	N/A
CUMBERLAND HOTEL ***CP	132 56	24

E. & O. E. 05/91

#### PARIS

Hotel	Rate	Rate	Rate
HOTEL MONTAIGNE TULIERIES ***CP	87	78	N/A
Jan 01 to Feb 28, Jul 01 to Aug 31, Nov 01 to Mar 31, 92	97	97	N/A
Mar 01 to Jun 30, Sep 01 to Nov 30			
HOTEL ANJOU LAFAYETTE ***CP	79	62	11
Jan 01 to Mar 31, Jul 01 to Aug 31, Nov 01 to Mar 31, 92	92	69	14
Mar 01 to Jun 30, Sep 01 to Nov 30			
CONCORDE LAFAYETTE ***CP	122	114	N/A
Jan 01 to Jan 31, Feb 01 to Feb 28, Mar 01 to Mar 31, 92			
Feb 01 to Feb 28, Mar 01 to Mar 31, Nov 01 to Mar 31, 92			
Sep 01 to Sep 30, Oct 01 to Oct 31, Nov 01 to Nov 30, 92	155	146	N/A
Oct 01 to Oct 31			
May 22 to Jun 02, Sep 05 to Sep 11, Sep 20 to Sep 25	194	185	N/A
Oct 03 to Oct 10, Oct 22 to Oct 30	264	264	N/A
Jun 03 to Jun 23			

E. & O. E. 05/91

#### CAUT/ACPU WORKSHOPS • COMMITTEE MEETINGS • CONFERENCES • CONSORTIUMS

A number of meetings are scheduled during 1991.

If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

Call (416) 366-9774  
 or Toll Free 1-800-268-8577.

If your destination  
 is not shown —  
 chances are we can offer you an  
 attractive fare. Please advise us of  
 your particular destination.

#### FINLAY TRAVEL

Suite 2360, Exchange Tower, P.O. Box 413  
 • First Canadian Place, Toronto, Ontario M5X 1E3  
 Tel: (416) 366-9771  
 A FULL SERVICE AGENCY

(416) 366-9771 Fax (416) 366-1005 Whenever possible.

QUALITY, VALUE AND SERVICE UNSURPASSED.

Fares subject to change.

Any or all of the above offerings may be withdrawn at anytime.

Member

ASTA

American Society  
 of Travel Agents